

**Impacts of Sexual Harassment and Economical Abuse on the
Performance of Female Athletes in Athletics in the case of
Selected First and Second Division Clubs in Addis Ababa**

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ACRONYMS

IOC	International Olympic Committee
CASR	Coach Athlete Sexual Relations
SHA	Sexual Harassment and Abuse
NIF	Norwegian Olympic and Paralympics Committee and Confederation of Sports
EPRDF	Ethiopian People Revolutionally Democracy Front
UNICEF	United Nations International Children's Emergency Fund
PR	Puerto Rico
US	United States
UN	United Nation
WHO	World Health Organization

ABSTRACT

The purpose of this study was to assess the impacts of sexual harassment and economical abuse on the performance of female athletes in athletics in the case of selected first and second division clubs in Addis Ababa. Methodology: Descriptive survey research method was applied to investigate the problem. The target population in the study was 361 female athletes in athletics who were participating in the first and second division athletics clubs. Comprehensive samples of 189 female athletes in athletics were taken in the study. The data collection instruments designed for the study was questionnaires and semi-structured interview. The questionnaires and Semi structured interview were prepared for the female athletes in athletics. The data collected from one hundred eighty six female athletes (3 questionnaires were discarded due to response errors) and analyzed using SPSS version 20 and descriptive statistics, such as tables, frequencies and percentages. The data obtained from the semi-structured interview, were qualitatively analyzed in words. In order to measure the level of impacts, four dimensions have been assessed to identify the impacts of sexual harassment and economical abuse on the performance of female athletes in clubs, such as what do female athletes regard as sexual harassment and economical abuse, about the perpetrators, about the reasons for sexual harassment and economical abuse on female athletes and the level of performance of female athletes after the prevalence of sexual harassment. Based on the findings of the study it was found that, female athletes sexually harassed by different perpetrators and economically abused by their partner, families, coaches, peers and others. Generally sexual harassment and economical abuse on female athletes in athletics affect their performance. Based on the findings the recommendations were drawn.

KEY WORDS: - female athlete, impact, sexual harassment, economical abuse,

CHAPTER ONE

INTRODUCTION

1.1 Background of the study

Sport and physical activity were first specifically recognized as a human right in the International Charter of Physical Education and Sport, adopted in 1978 by the United Nations Educational, Scientific and Cultural Organization (UNESCO). The Charter states: “One of the essential conditions for the effective exercise of human rights is that everyone should be free to develop and preserve his or her physical, intellectual, and moral powers, and that access to physical education and sport should consequently be assured and guaranteed for all human beings” (Adriaanse, J., et al., 2007).

Participation in sport and physical activity can also facilitate good mental health for women of all ages, including the management of mental disorders such as Alzheimer’s disease. It can promote psychological well-being through building self-esteem, confidence and social integration, as well as help reduce stress, anxiety, loneliness and depression. This is particularly important as rates of depression among women are almost double those of men in both developed and developing countries. Adolescent girls in particular are vulnerable to anxiety and depressive disorders and are significantly more likely than boys to have seriously considered suicide by the age of fifteen (Ibid).

Women's sports include amateur as well as women's professional sports, in all varieties of sports. Female participation and popularity in sports increased dramatically in the twentieth century, especially in the last quarter-century, reflecting changes in modern societies that emphasized gender parity. Although the level of participation and performance still varies greatly by country and by sport, today women's sports are widely accepted throughout the world. In a few instances, such as figure skating, female athletes rival or exceed their male counterparts in popularity. In many sports women usually do not compete on equal terms against men. Although there has been a rise in participation by women in sports, a large disparity still remains. These disparities are prevalent globally and continue to hinder equality in sports. Many

institutions and programs still remain conservative and do not contribute to gender equity in sports (Melinda Frey, D. R. 2006).

The participation of women and girls in sport challenges gender stereotypes and discrimination, and can therefore be a vehicle to promote gender equality and the empowerment of women and girls. In particular, women in sport leadership can shape attitudes towards women's capabilities as leaders and decision-makers, especially in traditional male domains. Women's involvement in sport can make a significant contribution to public life and community development. In addition to benefits for women and girls themselves, women's increased involvement can promote positive development in sport by providing alternative norms, values, attitudes, knowledge, capabilities and experiences. The contributions of women, particularly in leadership positions, can bring diversity and alternative approaches and expand the talent base in areas such as management, coaching and sport journalism (Adriaanse, J., et al., 2007).

Sexual harassment is defined as behavior that is unwelcome and of a sexual nature (Welsh, Carr, Maquarrie & Huntley, 2006). Conrad and Taylor (1994) argue that sexual harassment is an act of power. Studies show that the more powerful an actor is perceived in relation to a target, the more likely the actor's behavior will be perceived as sexually harassing (Gutek, Morasch & Cohen, 1983; Pryor, 1985). Studies have shown that sexual harassment is likely to be perpetrated by more powerful actors against lower status targets (MacKinnon, 1979; Pryor, 1985). For example, work harassment can result from workers extending their gender stereotypes into the workplace (MacKinnon, 1979) (Fasting, K., (2014).

The first studies on sexual harassment and abuse in sport were published about 15 years ago, but very little research has been carried out in this field, either internationally or nationally. Given the relatively recent history of research in this area, it is unsurprising that a marked variety of approaches to the subject, both theoretical and methodological, are found. In addition to quantitative prevalence studies, qualitative studies have gathered descriptions of harassment and abuse experiences and their consequences. From these studies, risk factors have been

described, and theoretical models and propositions grounded in athletes' experiences have been generated. The studies have primarily concerned former athletes who had been abused by their coaches, often when they were quite young (i.e. before or near puberty). Apparently, the most common perpetrators of sexual harassment and abuse in sport are male coaches and male athlete peers. Most of the published work on sexual harassment in sport has focused on men's harassment of women the form most often reported particularly that involving male coaches and female athletes (Ibid).

1.2 Statement of the problem

Recently, Ethiopia has come across many outstanding performances by female athletes in different sport, which used to be considered a sport for only men. A total of 204 countries and regions, the largest number in Olympic history, participated in the Beijing Olympic Games. Among the 7 medals that Ethiopian won, 3 were won by female athletes. It seems that the gap between men and women in sport is getting much smaller when Ethiopia looks at women's sport history. However, there are still definite issues that must be solved concerning women's sport. The number of female athletes who have the potential to become popular has not increased yet.

Women in Ethiopia were and still are in a disadvantageous position in all respects. The domestic culture in Ethiopia has allowed mainly males to demonstrate their abilities in many sports in general and athletics in particular. The literature shows that females were challenged by legal and institutional problems, social norms and religious constraints and as a result they were unable to participate in various sports activities. In addition the literature notes that the participation and achievement of female athletes has shown progress since the Derg period. In the period of EPRDF female athletics have made faster progress. In addition, the literature indicates that despite legal and socio-cultural impediments. Ethiopian female athletes have had better achievements than Ethiopian male athletes in some selected prestigious international competitions. (Gaudin,B., & Wolde,B., 2017).

Some international studies indicated that there are sexual harassments and economical abuses happening to female athletes in different parts of the world. Accordingly, the researcher tried to see whether such kinds of studies were made in Ethiopia or not and the researcher couldn't get any evidence that indicates such problems were addressed in Ethiopia yet. However, the prevalence of the problem was initially discussed during the meeting that was held in October /2010 EC. It was taken as an issue in the meeting by the representatives of all regions and the Ethiopian Athletics Federation leaders. Being one of the participants, this alarming issue became the researcher topic of interest and the researcher wanted to study the problem for this current thesis.

Considering these issues, the researcher will attempt to fill gaps on impacts of sexual harassment and economical abuse on the performance of female athletes in athletics in the case of selected first and second division of athletics clubs in Addis Ababa.

Being concerned by the fact that in Ethiopia female athletes in athletics losing the result because of sexual harassment and economical abuse, the researcher raise the following basic questions.

1.3 Research Question

In order to investigate the impacts of sexual harassment and economical abuse on the performance of female athletes in athletics, the researcher raises the following basic questions

1. What do female athletes regard as sexual harassment and economical abuse?
2. Who are the perpetrators?
3. What are the reasons for sexual harassment and economical abuse on female athletes?
4. Is the level of performance of female athletes after the prevalence of sexual harassment is different?

1.4 Objective of the study

1.4.1 General objectives

The overall objective of the study is to assess the impact of sexual harassment and economical abuse on the performance of female athletes in athletics in the case of first and second division clubs.

1.4.2 Specific objectives

1. To identify the type of sexual harassment whether it is penetrative act or non-penetrative act.
2. To find out the main perpetrators of female athletes in athletics?
3. To investigate the main reasons of sexual harassment and economical abuse on female athletes in athletics.
4. To assess the level of performance after the prevalence of sexual harassment on female athletes in athletics.

1.5 Significance of the study

This research will have the following significance:-

1. To minimize the existing problem of female athletes in athletics in club.
2. It also examines the factual problems and the degree at which specific problems are impacting the scenario so as to give clues on how to prioritize actions in solving the problem.
3. It can draw some attention of concerned bodies especially in Athletics federation, athletics clubs, sport officer and other stakeholders.
4. The study will also serve as a takeoff board for those who may need to conduct further research on the same topic.
5. In addition it will develop the researcher's potential on conducting a scientific research.

1.6 Scope of the study

This research focuses on the assessing impacts of sexual harassment and economical abuse on the performance of female athletes in athletics in the case of selected first and second division clubs in Addis Ababa. Such as, Ethiopian Nigid Bank, Mekelakeya, Federal police, Ethiopian Electric, Federal MaremeyaBetch, Oneskan, Negash, EnerTigist fire, Getazeru, Addis Hiwot. The reason why those areas were selected, due to the fact that most known athletics clubs are found here and practiced among the female athletes in athletics. The results of the research could replicate and adapted in the other parts of the country so that it can contribute to the overall development of female athletes in athletics.

1.7 Limitation of the study

In conducting this study, the researcher has faced the following limiting factors:

- The lack of enough reference materials and other additional studies on the area related to the impact of sexual harassment and economical abuse on the performance of female athletes.
- The shortage of time.
- Absence of literatures explicitly to this research in the study area.

1.8 Operational definition

- **Sexual harassment**- is defined by the equal employment opportunity commission as a form of sex discrimination that violates Title vii of the civil Rights act of 1964.
- **Economic Abuse** -which is the illegal or unauthorized use of a person's property, money, pension book or other valuables (wikipedia.org/wiki/Economic abuse)
- **Perpetuator** - someone who or something that perpetuates (something) (wikipedia.org)
- **Grooming** - is a process used by people with a sexual interest in children to prepare a child for sexual abuse (wikipedia.org).

1.9 Organization of the study

This research paper organized into five main chapters. The first chapter contains background of the study, statement of the problem, objective of the study, significance of the study, scope of the study, limitation of the study, and operational definitions. The second chapter deals the review of literature. The third chapter covers the research methodology (research design, source of data, sample, sample size, sampling technique, and data collection instruments and data analysis). The fourth chapter also deals about description of the study area and the study population. While the fourth chapter deals on major research results and discussions, the fifth chapter concerns with summery, conclusions and recommendation. References, questionnaireand other related materials are part of the document.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.1. Sexual Harassment and Abuse within Sports

At the Confederation of Sports Assembly in 2007 the motion “Zero tolerance for discrimination and harassment irrespective of gender, ethnic background, religious faith, sexual orientation and disability” was carried. Zero tolerance implies that sexual harassment and sexual abuse must not take place. Therefore all organizations in Norwegian Olympic and Paralympics Committee and Confederation of Sports(NIF) have a responsibility to hinder sexual harassment and sexual abuse. It is a prerequisite that both the employees and volunteers within sports follow the guidelines regarding sexual harassment and abuse, and that suspicion of sexual harassment and abuse is notified and/or dealt with if a situation should occur(NIF,2010).

Harassment and abuse are considered breaches of human rights, and occur in all countries, cultures and environments. This is harmful both for the individual, but also for sports as an organization. It is therefore important to work to establish sound sports environments be they at the level of a club, league or federation. Everyone within sports has a responsibility to identify and counter harassment and abuse and to develop a sports culture characterized by respect and safety. Individuals in sports, as elsewhere in society, may have different opinions as to what harassment and abuse constitute, and how it can be countered. This is especially so because to show emotion, often in the form of physical body contact, when someone wins or loses, is part of sports behavior. The same applies to body contact when learning new movements and techniques. It is therefore important to be open regarding the issue and to discuss and agree on “where the limits” should be for what is termed acceptable behavior, as well as to develop guidelines to prevent discrimination, harassment, bullying and abuse (Ibid).

2.2. Sexual harassment

Sexual harassment may be verbal, non-verbal and physical. Verbal sexual harassment may be unwanted intimate questions relating to body, clothes or one's private life, "jokes" with a sexual innuendo, and proposals or demands for sexual services or sexual relationships. These may also be in the form of unwanted telephone calls, text messages or letters with a sexual content. Nonverbal harassment may be for instance staring, showing of pictures or objects with sexual allusions. Physical harassment is for instance unwanted or unnecessary physical contact of a sexual nature, such as "pinching", pressing oneself onto the body of others or attempting to kiss or caress another person. The common denominator for all types of sexual harassment is that they are felt as offensive for the individual person's integrity (NIF, 2010).

2.3. Sexual Abuse

Abuse implies that a person offends another person's rights. By sexual abuse we mean to trick or coerce a person into a sexual act the person does not want, The Act relating to Gender Equality (the Gender Equality Act), Ministry of Children, Equality and Social Inclusion. Last reviewed 01.01.200689 to. Such abuse may be punished in accordance with the Penal Code, which also defines sexual abuse in varying stages of seriousness. The mildest forms of abuse are the showing of pornography or indecent exposure. Then comes "tampering"/groping, while the gravest forms of abuse are all forms of penetration into the body's cavities. This is defined as rape, irrespective of whether parts of the body or objects have been used (NIF, 2010).

The Penal Code applies to anyone who by words or actions displays sexually abusive or other indecent behavior in a public place, in the presence of, or in the proximity of somebody who has not agreed to it, or in the presence of, or in the proximity of children under 16 years of age or an individual of any age who is mentally disabled. The code also includes sexual acts in the abuse of one's position, in a relationship of dependency or in a relationship of trust.⁴ To counteract such occurrences amongst children and persons who are mentally disabled, the NIF board has resolved that *all sports clubs from and including 1 January 2009 are obliged to procure a police*

certificate of good conduct for persons who are to carry out tasks for the club that entail a relationship of trust and responsibility in relation to minors or persons with mental disability(Ibid).

2.4 How Does Sexual Harassment and Abuse occur?

- In most cases, athletes know if they are being sexually harassed and abused because it is humiliating and offensive. In other words it is unwanted.
- But sometimes the affected athletes do not recognize what is happening to them because they become trapped by the abuser through a process called ‘grooming’ ..."(Brackenridge, C.H., 2001).

2.4.1 Grooming/Persuasion

Grooming/persuasion are a tool the abuser may employ to gain a position from where to carry out the abuse. This may continue for years, without the person who is object of the attention being aware that an ever stronger bond is being tied between her/him and the “abuser”, until she/he is “caught” in a kind of net and unable to withstand the abuser’s sexual wishes. Research has shown that this especially occurs in a relationship between young athletes and coaches who are a bit older or other persons the athletes trust and who have built up a relationship with the athlete that may be compared to a child/parent relationship(NIF, 2010).

With the reference to the Gender Equality Act these guidelines are primarily concerned with sexual harassment, but because the transition between sexual harassment and abuse is rather fluid, all measures that include prevention of sexual harassment will also be able to counter sexual abuse that are subject to the Penal Code(NIF, 2010).

2.4.2 Stages of Grooming in sport

- **Targeting a potential victim**
 - observing which athlete is vulnerable
 - Finding occasions to test her out for secrecy and reliability
 - checking out her credentials as a susceptible person
 - striking up as friendship
 - being nice
- **Building trust and friendship**
 - making her feel special
 - giving gifts and rewards
 - spending time together
 - listening
 - being consistent
 - setting down basic conditions for each meeting
 - beginning to bargain “You have to do this, because I have done that”
- **Developing isolation and control; building loyalty**
 - refusing the child access to significant others and or demeaning any previous sources of friendship and support
 - restricting access to or reliance on parents and careers and non-sport peers
 - being inconsistent, building up hopes and joy one moment and then punishing the next to increase the child’s desperation for attention
 - checking the child’s commitment through questioning and setting small tests
- **Initiation of sexual abuse and securing secrecy**
 - gradual incursion into ambiguous sexual boundaries
 - if athlete objects saying “you didn’t mind last time” to entrap her
 - invoking co-operation “you owe me/it’s the least you can do”
 - invoking guilt ‘now look what you’ve done’
 - offering protection ‘I won’t tell/it’s our little secret’
 - discrediting the victim so she has no choice but to remain ‘others won’t understand’ or ‘nobody will believe you’

- Threatening the victim “if you tell anyone I’ll hurt you/tell others what you’ve done/hurt someone you care about/drop you from the team...”(Brackenridge, C.H., 2001).

2.5 Psychological Harassment and Abuse

Psychological or emotional harassment and abuse has been the most recent form of interpersonal violence to receive research or policy attention. Sport research into this form of interpersonal violence is even recent with relatively scarce data and formulations based on the parent–child literature. There is strong evidence that sexual, physical and psychological abuses are highly correlated. Psychological abuse is at the core of all others since it is impossible to conceive of any form of harassment or abuse that does not also have psychological underpinnings(*IOC, 2016*).

Research on the psychological harassment and abuse in sport is primarily qualitative in nature with few examinations of prevalence: it focuses on the coach–athlete relationship, resulting in a lack of research on other members of the athletes’ support system otherwise known as the ‘entourage’ and on peer athletes. The only large-scale study available is from the UK, which reported a prevalence of psychological abuse of 75%, raising concerns that this may be the most urgent safeguarding concern in youth sport. Psychologically abusive behaviors described by athletes generally reflect those described by the WHO and the UN Convention on the Rights of Children. Athletes report: belittling, humiliating, shouting, scapegoating, rejecting, isolating and threatening behaviors as well as being ignored, or denied attention and support (Ibid).

Research findings indicate that the normalization of psychologically abusive coaching practices, with a pervasive bystander effect, prevents disclosure and seeking of help. This constitutes a risk for the delivery of safe sport and the prevention of other forms of abuse. Additionally, it appears that psychologically abusive coaching practices can facilitate and mask sexual abuse grooming behaviors (Ibid).

2.6 Power and Gendered Sexual Agency: Male Coach Perpetrator-Female Athlete Victim

Within SHA research suggestions have been made that some coaches develop a perpetrator mentality targeting athletes that coach-athlete relationships may be similar to master slave relationships, and that men's SHA of women broadly relates to systematic male violence and societal patriarchal structures. *Coaches-as-perpetrators* refer primarily to male coaches, which moreover relates to a male perpetrator-female victim paradigm adopted in much SHA research. For example, Kirby et al. suggested that athletes, regardless of age, can *never* truly consent to sexual activities with a coach. In the case of a female adult athlete initiating a sexual relationship, even when the outcome is a long-term relationship resulting in marriage, Kirby et al. still did not recognize this scenario as an exercise of her power, sexual agency, and desire; she is still considered a victim of the male coach abusing his power (Johansson, K. et al., 2016).

Macro level approaches and theories of power-ridden, stereotyped authority figures as potential perpetrators of SHA in relational connection to a subordinate, victimized party are not limited to CASR or to the sport context. Rather, this approach is quite common across different research fields and disciplines, and the response to condemn and prohibit such relationships is alternately supported and criticized in the literature on authority-subordinate sexual relationships. In essence, the literature illustrates a disagreement about the appropriateness of authority-subordinate sexual relationships not only within sports but also in other domains. We suggest that by using a larger variety of conceptual lenses, the predominant understandings, contextualization's, and theories about CASR and gender have the opportunity to be critically discussed and enriched, albeit without diminishing the importance of recognizing and eradicating the sources of abusive relationships (Ibid).

2.7 Risk Factors for Sexual Harassment and Abuse in Sport

Contrary to some myths of SHA in sport, there is no evidence that the amounts of clothing, amount of touching or the type of sport are risk factors of SHA. There are similar prevalence rates of sexual harassment across sports in which there are different degrees of revealing sports attire. However, female athletes who participate in more masculine sports, with the possibility of more clothing, do appear to experience more harassment than women in other sports. There is also no known connection between the amount of physical touching in sport and sexual exploitation. Lastly, SHA occurs in all sports, individual and team sports and so the type of sport is not considered a risk factor of SHA (Marks, M., et al., 2011).

While many myths of the risk factors associated with SHA in sport are unfounded, there are some situations where there are higher risks of SHA in sport. These include locations where isolation may occur (e.g., locker room, coach's car, coach's home, trips away, isolation from other athletes), during training (e.g., playing field) and group events that may involve alcohol or power differentials (e.g., team socials, initiations and hazing, year-end events (Ibid)).

Risk factors can also be broken down into athlete, coach and sport variables. Athlete variables include a poor and distant relationship with parents, being a younger woman, having low self-esteem, a strong talent in their sport and a dedication to their coach. Coach variables include a male coach who is older, has a good reputation in the sport and is trusted by the athletes' parents. Sport variables include providing many opportunities for trips away from home and limited opportunities for reporting SHA (ibid).

While some researchers cite being a woman as an athlete specific risk factor for SHA, there has been limited research investigating gender differences in SHA within sport. It is known that sexual abuse of females is more prevalent outside sport than inside sport. In contrast, sexual harassment of females is more prevalent inside sport than outside sport. However, and this is not the case in all situations outside of sport, as Volkwein-Caplan and colleagues found sexual harassment to be slightly more prevalent in

academia than in athletics. A thorough understanding of these potential risk factors is important when looking towards prevention of SHA in sport (Ibid).

2.8 Physical and Psychological Consequences of Sexual Harassment and Abuse in Sport

In addition to the above-mentioned risk factors, awareness of the sequelae resulting from SHA can help those around the athlete become more cognizant of the possible occurrence of SHA. As there is very little research on the consequences of SHA in sport, understanding of the impact of SHA can be drawn from research on SHA outside of sport. SHA can have a negative impact on all aspects of the victim's life including physical and psychological consequences. These consequences then may detract from scholastic and employment achievements, including decrease in job performance and satisfaction, poorer marks and more dropped courses (Marks, M., et al., 2011).

2.8.1 Physical Consequences and Medical Presentations of SHA in Sport

The physical consequences of SHA in sport, and outside of sport, are often more easily detectable than the psychological consequences as they are more visible. The athlete who has experienced SHA may present with various medical and somatizing concerns to the sports physician. Physical reactions may include headaches, lethargy, sleep disturbances, weight fluctuations and poorer general health satisfaction. Irish and colleagues conducted a meta-analysis of the literature on the long-term physical health consequences of childhood sexual abuse. They found people who had experienced sexual abuse have poorer health outcomes in the following areas: general health, gastrointestinal health, gynecological or reproductive health, pain, cardiopulmonary symptoms and obesity. In the hazing that is sometimes seen in sports, there can also be extreme physical consequences, such as alcohol poisoning and even death (Marks, M., et al., 2011).

2.8.2 Psychological Consequences of SHA in Sport

As psychological consequences of SHA are less observable, the detection of these concerns requires awareness that such problem soccer in the world of sport and are keen attunement to the possible consequences of SHA. Various psychological consequences that may occur as a result of SHA in sport and similarly outside of sport. Some more observable psychological symptoms from SHA may include weight loss/gain, bed wetting, increase in fatigue/decreased energy, acting out behaviors causing physical harm and sexually transmitted infections.⁴⁰ In addition, outward signs of SHA may include risky or self-harm activities or self-abuse may also be observed by the physician (e.g., excessive dieting or bingeing, limited condom use). There may also be various other social or behavioral problems, including the harming of others (e.g., pets, bullying of peers, school mates or neighbors, and harming family members). People who have experienced SHA in sport may also describe poor interpersonal relationships and trust difficulties, such as problems in marriage (Marks, M et al., 2011).

Numerous meta-analyses have shown that previous sexual abuse results in increased risk of developing mental health concerns. For example, people who have experienced SHA often report experiencing symptoms of clinical depression and have higher rates of suicidal ideation, attempts and completed suicides. In addition to depression, people report increased rates of anxiety and anxiety disorders following SHA. This could include acute and chronic post-traumatic stress disorder involving nightmares and hyper vigilance and obsessive-compulsive behaviors and/ or disorder. Sexual abuse may also have negative impacts on self-esteem, body image and result in the development of an eating disorder. Similarly, the athletes may engage in substance abuse or dependence as a result of the SHA (ibid).

2.9 Sport-Specific Psychological Consequences and Medical Presentations

In addition to the various medical presentations which sports physicians should be aware of, there are also sport-specific medical presentations that may suggest the

possibility of SHA. The athlete who has experienced SHA in sport may demonstrate excessive risk-taking within their sport and outside. The athlete may also engage in various self-harm forms of behavior that may be manifested in unexplained injuries or eating disorders. In order to cope with the abuse, or as a consequence of the abuse, some athletes may also engage in obsessive–compulsive training, potentially leading to symptoms of burn-out. As a result of the athlete’s risk-taking, self-harm, and/or excessive training, the physician may notice unexplained injuries that do not make sense or never seen to resolve. Another sport-related presentation the physician may notice is unexpected early sport dropout (Marks, M., et al., 2011).

Psychological consequences of SHA may also include the athlete losing self-confidence and having poorer performance consistency, which not surprisingly negatively affects their athletic performance. This poorer athletic performance may also be due to decrease in concentration, as athletes who have experienced SHA noted decreased concentration when their abuser was present, such as on the sporting field due to the SHA and relationship with this perpetrator, athletes often experience trust issues with people associated with their abuse and sport (e.g., coaches, peers, athlete entourage, officials, volunteers, authority figures: parents, teachers and others). For example, in qualitative interviews with athletes, many noted this abuse affected their relationship with their coaches and how they interacted with this particular coach.⁴⁸ As athletes are no longer feeling confident in their sporting abilities, may have poorer performance, and have lost trust in people associated with sport, they may consider dropping out of their sport (ibid).

2.10 Prevalence of Sexual Harassment and Abuse in Sport

Research demonstrates that these various forms of SHA (sexual harassment, sexual abuse, gender harassment, hazing and homophobia) occur in all sports and at all levels, including child and youth sports, college and university athletes, and elite athletes. While exact prevalence rates of SHA in sport have not been systematically determined, estimates range widely from 2% to 48%. While SHA occurs in all levels of sport, prevalence of SHA does appear to be higher in elite sport as the higher the athlete is on

the sporting talent ladder, the greater the risks of being sexually exploited. In addition, sports where there is early specialization may also present greater risks of sexual exploitation, especially in sports where intensive talent identification happens around puberty. SHA commencing during the ‘stage of imminent achievement’ in sport is posited to occur as athletes have an increased dependence on their coach as they reach their performance goals (Marks, M., et al., 2011).

2.11 Perpetrators of Sexual Harassment and Abuse in Sport

Often perpetrators of SHA are in positions of power such as coaches and other members of athletes’ entourage. However; coaches are not the only perpetrators of SHA. In fact, peer athletes actually harass athletes more than coaches, as is often seen in the case of hazing. While it is expected and also seen that more males than females are perpetrators of SHA, this could be due to the larger percentage of males in positions of power in sport. In fact, it is not solely males who are the perpetrators, as females are also perpetrators of SHA outside and within sport (Marks, S., et al., 2011).

For example, a recent study exploring sexual harassment of females in sport, has found that 34% of women had experienced sexual harassment from men and 12% from women. SHA also does not solely occur in a heterosexual manner, as there are known examples of homosexual perpetrators of SHA in sport. However, it is important to note that sexual orientation is unrelated to SHA within sport and outside (Ibid).

2.12 Inequalities and Discrimination: Constraining Women in Sport

The positive outcomes of sport for gender equality and women’s empowerment are constrained by gender based discrimination in all areas and at all levels of sport and physical activity, fuelled by continuing stereotypes of women’s physical abilities and social roles. Women are frequently segregated involuntarily into different types of sports, events and competitions specifically targeted to women. Women’s access to positions of leadership and decision-making is constrained from the local level to the international level. The value placed on women’s sport is often lower, resulting in

inadequate resources and unequal wages and prizes. In the media, women's sport is not only marginalized but also often presented in a different style that reflects and reinforces gender stereotypes. Violence against women, exploitation and harassment in sport are manifestations of the perceptions of men's dominance, physical strength and power, which are traditionally portrayed in male sport. A number of critical elements have been identified for challenging gender discrimination and unequal gender relations, and establishing an enabling environment for gender equality and the empowerment of women, in many different areas, including women and sport. They include improving women's capabilities, through education and health; increasing their access to and control over opportunities and resources, such as employment and economic assets; enhancing their agency and leadership roles; protecting and promoting their human rights; and ensuring their security, including freedom from violence(Adriaanse,J.,et al., 2007).

2.13 The Legal Concept of Sexual Harassment

Since 1989, Puerto Rico (P.R.) has been a territory of the United States (U.S.) developing a socio-political relationship with the mainland which has influenced the legislation of various social issues such as sexual harassment. In the U.S. and P.R. sexual harassment is illegal, and students are protected by Title IX of the Education Amendment of 1972. Title IX is an extension of Title VII of the 1964 Civil Rights Act stating that 14 (Rebecca, S.M., 2012).

Sexual harassment is a form of sex discrimination in the workplace. Discrimination based on sex is described by the Equal Employment Opportunity Commission (2009) as: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decision affecting such individuals, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment (Ibid).

According to Rebecca S.M.,(2012) The second legal category, hostile environment, occurs when harassed individuals feel discomfort or intimidation, and that hostility interferes with the individual's Performance (Boland, 2002; EEOC, 2009). Individuals who claim hostile environment declare that academic practices are changed by the consistent verbal or physical conduct of sexual nature (Conte, 1997).This particular legal concept includes many manifestations of sexual discrimination behaviors. Examples of hostile environment include unwelcome verbal expressions of a sexual nature, graphic sexual comments about a person's body or clothing, sexually degrading language or jokes, repeated request for sexual favors, humiliating sexual vulgarities, and offensive language that may embarrass or offend an individual (Conte, 1997; Wolohan&Mathes, 1996).

2.14 The Conceptual Framework of Sexual Harassment

Since the appearance of sexual harassment as a legal concept, psychology research has attempted to understand the factors that facilitate the perception of these offensive behaviors. While the legal term of sexual harassment has an ambiguous meaning and negative connotation in the public eye, psychology research has conceptualized the events of sexual harassment as a psychological process. Fitzgerald and colleagues (1995) developed a conceptual model that connects the harassment legal construction with the psychology process and construct. Fitzgerald and colleagues (1988, 1995) proposed a *three-factor structural model* connecting the two types of sexual harassment with three sex-offensive behaviors (e.g., gender harassment, unwanted sexual attentions, and sexual coercion) (Rebecca, S.M.,2012).

According to Fitzgerald's conceptual model the three types of sexual harassment are similar but distinct (Fitzgerald et al., 1995). *Gender harassment* refers to the range of insulting and offensive attitudes against women. Behaviors in this category include but are not limited to sexual epithets, slurs, taunts, and obscene gestures; gender-based hazing, bullying, and threats; undermining self-respect and performance. This type of harassment behavior degrades the individual's gender and sex role, and could be manifested as verbal, physical, and symbolic gestures, but does not require sexual cooperation (Fitzgerald, Swan &Magley, 1995). Gender harassment appears to be the most common, least reported, and most tolerated by women (Barak, 1995; Fitzgerald, et al., 1995). From the legal standpoint, not all gender harassment situations are considered sexual harassment, but could be

considered under the sex discrimination law (Fitzgerald, et al., 1995). The psychology perspective implies that gender harassment provokes¹⁹ (Ibid).

2.15 Sexual Relationships between Athletes and Coaches: Love, Sexual Consent, and Abuse

CASR and SHA in coach-athlete relationships exist in sport in Sweden. Athletes' experiences of CASR include a diversity of positive and negative implications for their well-being and sport performance. Silence, secrecy, and boundary ambiguity are fundamental problems of CASR and SHA. Framing CASR as inherently abusive, harmful, and unacceptable with the intention to protect athletes can reinforce isolation, stigmatization, and athlete disempowerment. Moreover, CASR causes social and ethical dilemmas and problems because they simultaneously intersect and challenge dominating discourses regarding elite sport, coach-athlete relationships, female sexual agency, and romantic love (Johansson, S.,2017).

CASR integrates both professional and private contexts, where equality and power deviate. Female elite athletes exercise social and sexual agency in CASR and recognize consensual and mutually desired CASR. The deterministic understanding of coaches' power negating athletes' ability to consent in CASR thus needs to be reconsidered (Ibid).

Accounting for athlete agency and empowerment, social structure, and relational power enables critical examination of CASR beyond deterministic and dualistic perspectives on CASR in research and sport, respectively. A broader understanding of CASR and SHA can be achieved by including conceptual and theoretical issues regarding romantic love, sexual consent, and female sexual agency (Ibid).

2.16 Sexual Harassment and Age

Findings show that younger women tend to be less powerful because they generally have fewer resources and are less likely to be married (MacKinnon, 1979). Schat, Frone and Kelloway (2006) point out those young adult workers are more at risk for

experiencing workplace violence. In keeping with this perspective, findings show that the younger the respondents, the more likely they are to experience sexual harassment (Lee, Gibson & Near, 2004). Furthermore, according to Terpstra and Cook (1985), sexual harassment was reported most by sufferers between the ages of 25 and 35. Similarly, Fain and Anderton (1987) found women targets in the 16-34 range to be most likely to be harassed, with the likelihood decreasing with age. O'Connell and Korabik (2000) found that sexual harassment was not related to age in that both the youngest and the middle aged were particularly vulnerable. Finally, in casinos context, sexually harassed employees tended to be younger (Stedham & Mitchell, 1998) (Rebecca, S.M., 2012).

2.17 Sexual Harassment and Education

Tangri, Burt, and Johnson (1982) point out that socio cultural power reflects attitudes and roles that create differences of power between the genders that are culturally legitimated. Thus, if the general culture legitimates differences in education outside of work, then the power differential exists in the workplace as well.

Studies show that those with more education generally have greater social power (Tanabe, 1998) because *social* networks increase with *education* (Nieminen, et al., 2008). In a similar vein, lower levels of education appear to put employees at greater risk of being sexually harassed (Fain & Anderton, 1987). Overall, theorists find that sexual harassment decreases as a person's education level increases (Dougherty, Turban, Olson & Dwyer, 1996) (Rebecca S. M., 2012).

On the other hand, there are progressive companies with well-educated women in powerful positions who appear to have similar problems with sexual harassment (France, 2000). Some findings show that higher education is associated with higher incidences of sexual harassment (Terpstra & Cook, 1985). It is possible that those with lower social status attempting to move into more powerful positions by attaining more education might threaten the advancement of higher status others; who, in turn, may harass those attaining more education. For example, studies show that *sexual*

harassment occurs with regularity in medical *education* (Wear, Aultman & Borges, 2007). Then again, the predominant US findings indicate that those with less education have a greater threat of being sexually harassed (Dougherty et al., 1996) (*ibid*).

2.18 Sexual Harassment and Race

It has long been suggested that women from minority races are more likely than white women to experience sexual harassment (MacKinnon, 1979). In fact, several studies have demonstrated this (e.g., Berdahl & Moore, 2006; Shupe, Cortina, Ramos, Fitzgerald & Salisbury, 2002). In contrast, Fitzgerald, Hulin, Drasgow, Gelfand and Magley (1997) suggest that race does not moderate the relationship between sexual harassment and other variables. Hendrix (2000) found no differences in the perceived incidences of sexually harassing events between black, Hispanic and white women. In fact, Welsh et al. (2006) found that black women call into question whether the term sexual harassment captures their experiences altogether. Finally, many members of minorities show tolerance by repeatedly voicing that sexual harassment should not cause offense (Fain & Anderton, 1987) (Rebecca S. M., 2012).

Taken together, studies conducted in the US on sexual harassment and races are somewhat inconclusive. However, if race is an issue in sexual harassment, then it is important to identify and report this because it affects workplace interactions. For example, Lovell (2006) showed that the powerful in Brazil embrace pervasive and persistent racial inequality and do not favor equitable incorporation of women into the economy. Specifically, while absolute gains in terms of education and wages have been made by women and minorities there, the overall economic rewards of these gains are being shared inequitably with white males who occupy the executive positions (*Ibid*).

2.19 Sexual Harassment and Sex

Sexual harassment and its consequential outcomes largely impact less powerful women, financially vulnerable men, and men pursuing more egalitarian sexual relationships (Uggen& Blackstone, 2004). Sexual harassment is also the most widespread form of violence against women in the US (Fitzgerald &Shullman, 1993). Although men can be targets of sexual harassment, nevertheless, adult women remain the most frequent targets of sexual harassment behaviors such as unwanted touching and invasion of personal space (Berdahl& Moore, 2006). Truly, both sexes experience sexual harassment. For example, men who complain about sexual harassment are believed less, liked less, and punished more than women (Madera, Podratz, King &Hebl, 2007)(Ibid).

2.20 Prevention of Sexual Harassment and Abuse

An open, sound and safe sporting environment will in itself serve as a protection against harassment, and also against false accusations. But it may be difficult to put this in place if knowledge is lacking as to what constitutes harassment and which consequences it may have both for athlete, club and associations. Understanding of harassment and sexual abuse should therefore be included in the education of all managers, coaches and active athletes (NIF, 2010).

A condition for maintaining and strengthening a sound sporting environment is that the management agrees on what constitutes a sound environment. A discussion as to which attitudes and values should characterize a club is therefore important. This concerns questions on how to interact with one another, which expectations and requirements one places on parents, coaches and managers, how the club should be managed, etc. Relevant issues in relation to children and young people may be showering and bathing, the general tone amongst children and young people, sleeping over (are boys and girls to share the same room or have separate sleeping quarters on trips, and if so, are adults to stay with them, and what does age mean in this connection?) Some sports clubs and many national sport federations have ethical guidelines, written or non-written, but these are primarily linked to alcohol. There are

however a number of awareness raising measures within Norwegian sports which may also have a preventative effect on sexual harassment and abuse. These relate to bullying, racism, fair play and language use. Clubs and associations that do not have ethical guidelines, which do not include a ban on sexual harassment, should refer to NIF's guidelines(ibid).

NIF's guidelines should be referred to in employment contracts for coaches and managers. The boundaries for acceptable behavior should thus be apparent from the ethical guidelines, and it is important that this is discussed openly in the board, the support network and with the active athletes. Ethical guidelines may also be termed rules for daily interaction or rules of conduct. These will vary somewhat depending on the individual athletic discipline, whether it concerns a club or an association, in addition to the level of performance of the athletes. Examples of such rules within sports that exist today are:

- There is never consumption of alcohol together with the players on trips to and from national events.
- There should always be representatives of both genders in the support network.
- The coaches shall not have discussions relating to the players in the players' room, but in meeting rooms or other more "public" arenas.
- In our club we sleep together in a dormitory when we attend cup tournaments – no adult sleeps alone together with the members.
- In our club the coaches do not shower alone together with individual athletes.
- In our club there is a minimum of two athletes at every training session together with the coach.
- In our club the coaches/representatives do not invite individual athletes to their homes without several others also being around (Ibid).

2.21 Forms of Sexual Harassment

Sexual harassment may include unwelcome physical, verbal or non-verbal conduct, and is not limited to the following examples:

- Physical conduct of a sexual nature includes all unwanted physical contact, ranging from touching to sexual assault and rape, and includes a strip search by or in the presence of a member of the opposite sex.
- Verbal forms of sexual harassment include unwelcome innuendoes, suggestions and hints, sexual advances, comments with sexual overtones, sex-related jokes or insults or unwelcome graphic comments about a person's body made in their presence or to them, unwelcome and inappropriate enquiries about a person's sex life, and unwelcome whistling at a person or a group of people.
- Non-verbal forms of sexual harassment include unwelcome gestures, indecent exposure, and the unwelcome display of sexual explicit pictures and objects.
- *Quid pro quo* harassment occurs where an owner, employer, supervisor, member of management or co-employee undertakes or attempts to influence or influences the process of employment, promotion, training, discipline, dismissal, salary increments or other benefits of an employee or job applicant in exchange for sexual favors.
- Sexual favoritism exists where a person who is in a position of authority rewards only those who respond to his or her sexual advances (Du Plessis *et al.*, 1998:418) (Prinsloo, S., 2006).

Unfair discrimination has been explained by the South African Constitutional Court as unequal treatment that impairs human dignity, or affects a person in a comparably serious manner (Prinsloo *vs* Van der Linde, 1997 (6) BCLR 759 (CC)). One could deduce from the above Constitutional Court finding that sexual harassment and all other forms of sexual violence can also be seen as unfair discrimination due to the unequal treatment of female learners that impair their human dignity (Ibid).

Unfair discrimination is normally associated with the power to act. In many cases people in positions of authority misuse these powers to unfairly discriminate against

subordinates. Power is the ability to execute authority. French and Raven (in Gerber *et al.*, 1998:301) distinguish between the following types of power:

- *Legitimate power (position power)*: This is the official authority delegated to a position. In terms of this power, the leader/educator has the right to expect subordinates to carry out their duties conscientiously, and to take disciplinary measures if they do not. According to newspaper reports female learners in many South African schools are exposed to educators who misuse their position of authority to intimidate and sexually abuse them.
- *Power by reward*: This is used to give or withhold rewards such as recognition and appreciation, merits and promotion. The positive side of the power of reward is that it could be used to motivate staff and learners. But if this power is misused to get sexual favors, it is known as sexual favoritism (see the different forms of sexual harassment). It happens where a person who is in a position of authority only rewards those who respond to his or her sexual advances. Girls in schools are subjected to this serious form of unfair discrimination. The rewards could be in the form of financial support to impoverished households (The Citizen, 20 February 2002).
- *Coercive power*: This is inspired by fear, either psychological or physical, in subordinates. The much higher incidence of sexual harassment and victimization among female learners than among boys is a good example of coercive power, which may be attributed to the patriarchal attitudes of most societies (Humans Rights Watch, 2001:51)(Prinsloo,S., 2006).

2.22 Scientific Evidence: Prevalence, Risks and Consequences

Research indicates that sexual harassment and abuse happen in all sports and at all levels. Prevalence appears to be higher in elite sport. Members of the athlete's entourage who are in positions of power and authority appear to be the primary perpetrators. Peer athletes have also been identified as perpetrators. Males are more often reported as perpetrators than females(IOC, n.d).

Athletes are silenced by the sexual harassment and abuse process. The risk of sexual harassment and abuse is greater when there is a lack of protection, high perpetrator motivation and high athlete vulnerability (especially in relation to age and maturation). There is no evidence that the amount of clothing cover or the types of sport are risk factors: these are myths. Research identifies risk situations as the locker-room, the playing field, trips away, the coach's home or car, and social events, especially where alcohol is involved. Team initiations or end-of season celebrations can also involve sexually abusive behavior against individuals or groups (Ibid).

Research demonstrates that sexual harassment and abuse in sport seriously and negatively impact on athletes' physical and psychological health. It can result in impaired performance and lead to athlete drop-out. Clinical data indicate that psychosomatic illnesses, anxiety, depression, substance abuse, self-harm and suicide are some of the serious health consequences. Passive attitudes/non-intervention, denial and/or silence by people in positions of power in sport (particularly bystanders) increases the psychological harm of sexual harassment and abuse. Lack of bystander action also creates the impression for victims that sexually harassing and abusive behaviors are legally and socially acceptable and/or that those in sport are powerless to speak out against it (Ibid).

2.23 Relationships in sport

Sexual harassment and abuse in sport do not discriminate on the basis of age, gender, race, sexual orientation or disability. Athletes come from many different cultural and family backgrounds and are the center of a system of relationships focused on helping them to achieve their sport potential. There is always a power difference in an athlete's relationships with members of their entourage (coaches, scientific and medical staff, administrators etc.). This power difference, if misused, can lead to sexual harassment and abuse and, in particular, to exploitative sexual relationships with athletes (IOC, n.d).

These relationships require that a significant amount of time be spent together in the emotionally intense environment of competitive sport. This situation has the potential

to put the athlete at risk of isolation within a controlling relationship where his/her power and right to make decisions is undermined (Ibid).

All adults in an athlete's environment must adopt clear guidelines about their roles, responsibilities and appropriate relationship boundaries. It is essential that each member of the entourage, and any other authority figure, stays within the boundaries of a professional relationship with the athlete (Ibid).

2.24 Prevention Strategies

Accepted prevention strategies include policies with associated codes of practice, education and training, complaint and support mechanisms and monitoring and evaluation systems. Regardless of cultural differences, every sport organization should have these provisions in place. The policy is a statement of intent that demonstrates a commitment to create a safe and mutually respectful environment. The policy should state what is required in relation to the promotion of rights, well-being and protection. It allows the organization to generate prompt, impartial and fair action when a complaint or allegation is made. It further allows it to take disciplinary, penal and other measures, as appropriate (IOC, n.d).

CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

This part emphasis is given to describe the participants information was used and procedures of data collection and method of analysis. Therefore, the method is particularly important for the study since it was intended to make detailed description and analysis of the impacts of sexual harassment and economical abuse on the performance of female athletes in some selected first and second division of Athletics Clubs of Addis Ababa.

3.1. Research design

The research method designed in this study is descriptive survey method. Because it helps to suppose and reveal the major impacts affecting the female athletes performance in some selected first and second division Addis Ababa Athletics clubs. In this study researcher applied the qualitative and the quantitative approaches were designed to the required information. In the quantitative approach, data were collected to determine and to assess the impacts of female athlete's performance in the athletics clubs. The researcher also used Qualitative approach to supplement the quantitative study. It mainly involves a collection of cross-sectional data on similar issues were addressed by the quantitative study.

3.2 Source of Data

The study were contains both primary and secondary data sources. Primary data were collected through structured questionnaire and key informant interview. Survey was carried out through standard questionnaire to collect data and semi-structured interviews from female athletes.

3.3. Participants

For the purposes of this study, 189 female athletes, which includes athletes currently competing in first and second division clubs, the selected club will be included as the subjects for the study.

3.4 Sampling technique

To determine the sample size the researcher apply Sloven's theory there are about 30 clubs in Addis Ababa city, the researcher select one third of the clubs randomly. One third of the clubs include 10 clubs, so the total population is 361 female athletes, then calculate the sample size by using Sloven's theory (web)(<https://sciencing.com/slovinc-formula-sampling-techniques-5475547.html>).

$$\begin{aligned}n &= N/1+N(e)^2 \\n &= 361/1+361(0.05)^2 \\n &= 361 / 1 + 361 \times 0.0025 \\n &= 361/1 + 0.9025 \\n &= 361/1.9025 \\n &= \mathbf{189.75}\end{aligned}$$

In other words, the determine proportion n/N the sample size required is 189. Therefore, $n=189.75$, is multiplied by the number of sample size in each stratum by the obtained proportion, that is, 0.5256 in order to determine the sample size. Based on this, the following sample size was made:

Table 1: Sample size for female athletes on clubs

No.	Name of clubs	Division	sex	No. of athletes	Proportionalit y	Sample size
1.	Ethiopian nigid bank	First	F	53	53 x 0.5256	28
2.	Mekelakeya	First	F	70	70 x 0.5256	37
3.	Federal police	First	F	62	62x 0.5256	33
4.	Ethiopian electric	First	F	33	33 x 0.5256	17
5.	Federal maremeyabetoch	First	F	58	58 x 0.5256	30
6.	Oneskan	second	F	14	14 x 0.5256	7
7.	Negash	Second	F	10	10 x 0.5256	5
8.	Enertigist fire	Second	F	17	17 x 0.5256	9
9.	Getazeru	Second	F	14	14 x 0.5256	7
10.	Addis hiwot	Second	F	30	30 x 0.5256	16
	Total			361		189

3.5 Procedure of data collection

The researcher was applied questionnaires and semi-structured interview guide after a rough revision of relevant literature concerning sexual harassment and economical abuse on female athletes in athletics. For the sake of effective communication, the questionnaire and semi-structured interview guide were prepared in Amharic. The open ended items in the questionnaire and semi-structured interview guide were made to answer all the research questions forwarded at the beginning of the study. Here all items of semi-structured interview were presented as easy as possible to assure understand ability for the interviewees, and enhance friendly interaction between the interviewer and the interviewees.

In this case the researcher believes that helps for polite communication with them. Finally, with all the feedback, the items of the interview guide and questionnaire in their English version was presented to the advisor of this research and with all the necessary modification the final draft of items was used in the study. The subjects were informed about the purpose of the study and rapport was build up with them to get their cooperation, the questionnaire were distributed by the researcher and researcher assistants and also given clear instruction for the procedure of filling. An intensive interview with each respondent was made. Accordingly, the interviewees are made free to arrange the time of interview session, as it was very well comfortable for them, each interview session was 30' length.

3.6. Pilot test

Before the actual investigation, the interview question and questionnaires were tried out in a few representative samples of the respondents on the purpose of checking the feasibility of the study. Based on the feedback received from the sample respondents, three questions which were vague to the respondents have been rephrased. Three items were also added to questions. On some questions changes of structure has been made in order to bring about relevant respondents. Reliability was checked by Cronbach's alpha (α) test using SPSS statistics.

3.7 Data collection Instruments

Appropriate questionnaire and semi-structured interviews was prepared to collect data from the respondents.

3.7.1. Questionnaire

Questionnaires were set to obtain information to female athletes about the impacts of sexual harassment and economical abuse in clubs. The questionnaires constructed based on the review literatures and research questions. The items of the questionnaires were both close ended and open-ended formats.

3.7.2. Semi - Structured Interviews

The data in this study also collected through semi-structured interviews. A semi-structured interview is used as a means to collect qualitative data by creating a setting and situation that allows a respondent the framework as well as opportunity to talk about their opinions on a specific subject matter. The semi-structured interviewing allowed the interviewer to interpret and understand the respondent's point of view and opinions instead of making generalizations about the individual's behavior. This type of interview provided a more interactive and discussion based interview rather than a black and white question and answer system.

Semi-structured interviews are also called focused interviews since the interviewer is allowed to develop and structure questions that keep the interview focused around the purpose as well as the main topic of the research. According to research, it is important to know that there are some limits and/or factors that can directly affect this type of research. Each interviewee will respond differently to certain situations or to certain individuals, which means that some of the subjects may give answers based on how they perceive the interviewer.

3.8. Data Analysis

The data were gathered from semi - structured interview and questionnaires were organized using appropriate and relevant statistical method of analysis. The method which assists to come up with findings, descriptive statistics, including frequency, percentage and Statistical Package for Social Science (SPSS) version 20.0 was used to perform the analysis and Microsoft Excel 2007 was used to generate the chart to explain the results.

CHAPTER FOUR

DATA ANALYSIS, DISCUSSIONS AND PRESENTATION

4.1. Introduction

The chapter presents the result of the fieldwork conducted by the researcher. The result is mainly the responses of the questionnaire administered and interview to female athletes. Statistical Package for Social Science (SPSS) version 20.0 was used to perform the analysis and Microsoft Excel 2007 was used to generate the chart to explain the results.

4.2 Response Rate

The questionnaire was administered to 189 female athletes from first and second division of athletics clubs in Addis Ababa. Prior to the presentation of this data, 189 questionnaires were planned to be administered. However; due to personal problems of respondents only 186 responses were obtained and used for analysis but three questionnaires were not returned as a result of personal problems. This fact is tabulated as follows.

Table 2: Athletes response rate

	No of questionnaires administered	Questionnaires responded	Questionnaires Not returned	Responses used	Responses rate
Female Athletes in athletics	189	186	3	186	98.41%

As shown above table, 100 % of female athletes respondents return the questionnaire but only 98.41% of the responses are acceptable and used for this research. Although it was the researcher's expectation was to get the response of all in a valid manner, the responses to be deployed is reduced to 186. This means the response rate is 98.41%. All the questionnaires were issued and collected in person.

Based on the responses obtained from female Athletes and background information's are analyzed in terms of their age, Educational level, marital status, Years of training and discipline/event.

4.3. Demographics characteristics of respondents

Table 3: Demographic characteristics of respondents

Item		Frequency	Percent
1.Age of respondents	Below 20	109	58.6
	21-24	59	31.7
	25-30	12	6.5
	Above 30	5	2.7
	Missing	1	.5
2. Educational level of respondents	Grade1-4	6	3.2
	Grade5-8	17	9.1
	Grade9-12	110	59.1
	Diploma	28	15.1
	Degree and above	22	11.8
	Missing	3	1.6
3. marital status of respondents	Single	147	79.0
	Married	21	11.3
	Divorce	10	5.4
	Spouse	2	1.1
	Other	5	2.7
	Missing	1	.5
4. Training year of respondents	One	20	10.8
	Two	44	23.7
	Three	39	21.0
	Four	28	15.1
	Five and above	52	28.0
	Missing	3	1.6
5. Disciplines/event of respondents	short distance	90	48.4
	middle distance	43	23.1
	long distance	25	13.4
	Throwing	11	5.9
	Jumping	13	7.0
	Missing	4	2.2

Item 1 of table 2 shows that vast majority of the respondents 109(58.6%) who were actively involved in clubs were below 20 year, whereas fewer number of respondents 5(2.7%) involved in athletics aged above 30 years. This data clearly indicates that most female athletes who are participating in clubs are very young. It is the most important age level that strongly determines the female athlete's future either to successfully continue their carrier or to quit.

Item 2 of table 2 shows the education level of the respondents. From the total of 186 female athletes who are participating in this study, 6(3.2%) of respondents were grade 1-4, 17(9.1 %) respondents were grade 5-8, 110(59.1%) were Grade9-12, 28(15.1%) were diploma, 22(11.8%) are degree and above and 3(1.6%) did not respond. This data shows the vast majority of female athletes who are participating in this study are in secondary school level which is between grade 9 and 12.

Item 3 of table Item 2 shows that 147(79.0%) of respondents were Single, 21(11.3%) were married, 10(5.4%) were divorced, 5(2.7%) were other, 2(1.1%) were spouse or partner and 1(0.5%) did not respond. This implies that majority of the respondents are single, but still there are females were married, divorced and spouse.

Item 4 table 2 showsthe training experience (age) of the respondents, accordingly 20(10.8%) of respondents said one year of training age, 44(23.7%) of respondents were two years of training age, 39(21%) of respondents are having three years of training age, 28(15.1%) of respondents are having four years of training age, 52(28%) were five and above training experience and 3(1.6%) did not respond the question. It indicates that most female athletes who are involved in this study are having a training age of five and above years.

Item 5 of table 2 shows According to the above table the disciplines/event of respondents were, 90(48.4%) of respondents were short distance, 43(23.1%) of respondents were middle distance, 25(13.4%) of respondents were long distance, 11(5.9%) of respondents were thrower, 13(7.0%) were jumper and 4(2.2%) did not

respond. It indicates that most female athletes who are involved in this study are short distance runner.

4.4. Dimensions of Problem Identification

After reviewing the literature, four dimensions are assessed to identify the impacts of sexual harassment and economical abuse on the performance of female athletes of some selected first and second division of athlete in clubs in Addis Ababa. Based on the four dimensions made up of 36 factor questionnaire for female athletes were developed to identify the problems and measure the level of impact. In order to measure the level of impact, the researcher divided into four dimensions according to the research questions: what do female athletes regard as sexual harassment and economical abuse, about the perpetrators, the reasons for sexual harassment and economical abuse on female athletes and the level of performance of female athletes after the prevalence of sexual harassment.

The impacts of each problem were measured by the respondents based on the dimensions provided on the questionnaire. A descriptive statistics on the responses from the relevant respondents were used to undertake the needed measurements.

Table 4: Female Athlete Response Regard as Sexual Harassment and Economical Abuse

S.N	Variable	Response	Frequency	Percent
1	Have you ever heard about sexual harassment and economical abuse on female athletes?	Yes	88	47.3
		No	94	50.5
		Missing	4	2.2
2	During training or competition have you ever kissed that has sexual nature by your male coach or male athlete?	Always	31	16.6
		Sometimes	14	7.5
		Accidentally	12	6.5
		Never	125	67.2
		Missing	4	2.2
3.	Have you ever been attacked sexually?	Yes	22	11.8
		No	147	79.0
		Missing	17	9.1
4	Have you ever heard news of sexual harassment and economical abuse happened to any female athlete?	Usually	6	3.2
		Sometime	61	32.8
		Once	25	13.4
		Never	74	39.8
		Missing	20	10.8
5	Have you ever got a massage service?	Yes	116	62.4
		No	46	24.7
		Missing	24	12.9
6	If your answer for question no.'26' is 'yes', have you ever encountered any unwanted physical contact during massaging?	Always	3	1.6
		Sometimes	24	12.9
		Once	13	7.0
		Never	115	61.9
		Missing	31	16.7
7	How many times have you witnessed sexual harassment to female athletes?	Always	3	1.6
		Sometimes	36	19.4
		Once	21	11.3
		Never	122	65.5
		Missing	4	2.2
8	In your club do you know a female athlete who is sexually harassed?	Yes	24	12.9
		No	153	82.3
		Missing	9	4.8

As indicated on the above table 3 the question number 1, the responses regarding to heard about sexual harassment and economical abuse on female athletes, 88(47.3%) athletes were reveal that 'yes' and 94(50.5%) said 'no' and 4(2.2%) did not respond. Generally the result indicates that almost equal number of respondents replied were heard and were not heard about sexual harassment and economical abuse on female athletes.

As indicated on the above table 3 question number 2, the responses about during training or competition kissed by male coach or male athlete, 31 (16.6%) were said always, 14 (7.5%) were said sometimes, 12(6.5%) were said accidentally, 125(67.2%) were said never, and 4(2.2%) did not respond the question. It indicates that most of respondents were not kissed by their coach or male athletes, but there are respondents always, sometimes and accidentally kissed by male athletes or by their coaches. According to prinsloo, S., (2006), this result indicates similar to non-verbal types of sexual harassment include unwelcome gestures.

The results in table 3 question number 3 reveal that 22(11.8%) of respondents were sexually attacked, 147(79%) respondents were not attacked sexually and 17(9.1%) not responding the question. Generally the result indicates that most of the respondents were not attacked sexually, but still there are respondents were sexually attacked and there are athletes they didn't respond this question this implies that also there is a problem on female athletes.

Table 3 question number 4 also shows heard news of sexual harassment and economical abuse happened to any female athletes, 6(3.2%) of respondents said usually, 61(32.8%) of respondents said sometime, 25 (13.4%) of respondents said once, 74 (39.8%) of respondents said never and 20 (10.8%) did not respond the question. Generally the result indicates that less than half of the respondents of female athletes were never heard news of sexual harassment and economical abuse, but there are respondents usually, sometimes and once heard the news of sexual harassment and economical abuse.

From the above table 3 question number 5, 116(62.4%) of respondents were got a massage service, 46 (24.7%) respondents said no and 24 (12.9%) did not respond the question. It indicates that majority of respondents of female athletes involved in athletics clubs were got a massage service.

Analysis in table 3 question number 6, above indicates that the majority 3(1.6%) respondents were said always, 24(12.9%) respondents were said sometimes, 13(7.0%) respondents were said once, 115(61.9%) of respondents were said never, and 31(16.7%) did not respond the question. Therefore, most of athletes involved in this research were not encountered any unwanted physical contact during massaging but there are athletes always, sometimes, once encountered any unwanted physical contact during massaging, According to Prinsloo, S., (2006), this result also indicates similar to Physical conduct of a sexual nature includes all unwanted physical contact, ranging from touching to sexual assault and rape.

From table 3 question number 7, 3(1.6%) of respondents replied always, 36(19.4%) of respondents replied sometimes, 21(11.3%) respondents replied once, 122(65.5%) of respondents replied never, and 4 (2.2%) didn't respond the question. generally the result show that majority of the respondents never witnessed sexual harassment to female athletes but there are respondents always, sometimes and once witnessed sexual harassment to female athletes. This implies that there are female athletes were sexually harassed.

From the above table 3 question number 8, 24(12.9%) of respondents said 'yes', 153(82.3%) respondents said 'no' and 9 (4.8%) did not respond the question. It indicates that vast majority of respondents involved in this study don't know who is harassed in their club but there are athletes they know who is harassed in their club.

Table 5: Female Athlete Response towards Perpetuators

No.	Variables	Responses	Frequency	Percentage
1.	Do you have a boyfriend?	Yes	90	48.4
		No	90	48.4
		Missing	6	3.2
2.	If your answer for question number '10' is 'A' what his job is?	Athlete	64	34.4
		Coach	5	2.7
		sport expert	5	2.7
		Physiotherapist	2	1.1
		Other	46	24.7
		Missing	64	34.4
3.	If your answer for question number '10' is 'A' do you live together?	Yes	32	17.2
		No	95	51.1
		Missing	59	31.7
4.	If your answer for question number '18' is 'A' by whom?	by my coach	16	8.6
		Physiotherapist	7	3.8
		by male athlete	5	2.7
		by manager	1	.5
		by others	25	13.4
		Missing	132	71
5.	Is there a physiotherapist in your club?	Yes	126	67.7
		No	46	24.7
		Missing	14	7.5
6.	If your answer for question no.'26' is 'yes', who massaged you?	my coach	24	12.9
		our physiotherapist	91	48.9
		a male athlete	14	7.5
		my manager	0	0
		my family	12	6.5
		Missing	45	24.2
7.	Have you ever received a text messages or a video that has sexual content from your coach, your physiotherapist or male athletes?	Always	2	1.1
		sometimes	19	10.2
		Once	11	5.9
		Never	148	79.5
		Missing	6	3.2

Table 4 question number 1 Shows that 90(48.4%) of the respondents replied have a boyfriend, 90(48.4%) respondent's said have no boyfriend and 6(3.2%) respondents did not respond the question.

As shown the results in table 4 question number 2 about the job of partner (spouse), 64 (34.4%) were athlete, 5 (2.7%) was coach, 5 (2.7%) were sport expert, 2(1.1%) were physiotherapist 46 (24.7%)were other, and 64 (34.4%)respondents did not respond the question. It indicates that most female athletes involved in athletics club have a boyfriend with male athletes and less number of respondents was the job of their partner is coach and sport expert and some number of the athletes partner's job is other.

As indicated on the above table 4 question number 3 about live together with boyfriend, 32 (17.2%) respondents were live together but 95 (51.1%) respondents don't live together. Out of 186 participants 59 (31.7%) did not responded the question. Generally the results of above table question number 3 indicate that most of the athletes in club don't live together with boyfriend and some of live together but one third of didn't respond the question. This result implies that there are problems on female athletes there are reasons they don't want to reply this question.

As shown the results in the above table 4 question number 4, 16 (8.6%) of the respondents replied sexually attacked by their coach, 7 (3.8%)respondents said 'by our physiotherapist', 5 (2.7%) respondents said by male athlete, 1(0.5%) respondents said by manager, 25 (13.4%) respondents replied by others and 132 (71%) did not responded the question. It implies that there are female athletes sexually attacked by their coach, their physiotherapist, male athletes and even attacked by their manager and strangers but vast majority did not respond the question that means there is a problem on female athletes. According to Marks,S.,et al., (2011) the perpetrators are only male athletes and coach but in this study the perpetrators are other than male athletes and coaches there are physiotherapist and others and even managers are perpetrators of female athletes.

As shown the results in table 4 question number 5 about having a physiotherapist in their club 126 (67.7%) responded 'yes', 46 (24.7%) responded 'no' and 14 (7.5%) did not respond to the question. It implies that most of the respondents have a physiotherapist in their club.

As shown the results in the above table 4 question number 6, 24 (12.9%) respondents were said my coach, 91 (48.9%) respondents replied by our physiotherapist, 14 (7.5%) respondents said by a male athlete, 12 (6.5%) respondents replied by their family and 45 (24.2%) did not respond to the question. It implies that half of the respondents massaged by their physiotherapist. But there are athletes massaged by their coach, male athlete and even by their families this is also one way of leading in to sexually harass to female athletes.

As shown the results in the above table 4 question number 7, 2 (1.1%) respondents replied always received, 19 (10.2%) respondents replied sometimes received, 11 (5.9%) respondents replied once received, 148 (79.5%) respondents replied never received, and 6 (3.2%) did not respond to the question. It implies that majority of the respondents never received a text message or a video that has sexual content from their coach, their physiotherapist or male athletes but there are athletes received always, sometimes and once. That means this is also another way of harassing female athletes.

Table 6: The Response towards the Reasons for Sexual Harassment and Economical abuse

No.	Variables	Responses	Frequency	Percentage
1.	How did you start your athletics training?	in my own interest	104	55.9
		by chance	70	37.6
		because of lack of economy	3	1.6
		because my friend is coach	3	1.6
		by other reason	4	2.2
		Missing	2	1.1
2.	Do you spend your free time with your male coach or male athlete?	yes	53	28.5
		No	129	69.4
		Missing	4	2.2
3.	Do you support your family and your partner financially?	Always	8	4.3
		Often	8	4.3
		Sometimes	73	39.2
		Never	86	46.2
		Missing	11	5.9
4.	What topic do you frequently raise with your family during your meeting?	about athletics	46	24.7
		to solve some problems	45	24.2
		family life	72	38.7
		Other	12	6.5
		Missing	11	5.9
5.	Do you believe that while you are in athletics can you build a family	Yes	126	67.7
		I don't think so	21	11.3
		I have no idea	19	10.2
		Missing	20	10.8
6.	How far is your training area from your home?	near	64	34.4
		too far	22	11.8
		too near	22	11.8
		average far	62	33.3
		far in a jungle	7	3.8
		Missing	9	4.8

As can be observed in the above table 5 question number 1, 104(55.9%) respondents were start athletics training by their own interest, 70 (37.6%) respondents were by chance, 3 (1.6%) were start because of lack of economy, 3 (1.6%) were start because

their friend is coach, 4 (2.2%) were start athletics by other reason and 2(1.1%) did not respond the question .Generally the result indicates that vast majority of respondents start athletics training by their own interest but there are athletes join athletics because of lack of economy and their friend is coach.

As shown the results in the above table 5 question number 2, 53 (28.5%) of respondents replied that spend their free time with male coach or male athlete, 129 (69.4%) of respondents replied that no and 4 (2.2%) of respondents did not respond the question. Generally the result shows that majority of the respondents did not spend their free time with male coach or male athlete. But one third of the respondents spend their free time with male coach or their male coach that means this is another way of harassing female athletes.

As shown the results in the above table 5 question number 3 shows, 8(4.3%) of respondents support family or partner financially always,, 8(4.3%) of respondents support them often,73 (39.2%) of respondents support sometimes ,86(46.2%) of respondents said never support and 11(5.9%) did not respond the question. Generally the table shows that majority of the respondents did not support of family or partner but one third of respondents support sometimes. This result also shows that female athletes abuse economically.

Analysis in table 5 question number 4 above indicates that the majority 46 (24.7%) of respondents who were involved in club frequently rose about athletics during their meeting, 45(24.2%) of respondents were to solve some problem, 72(38.7%) of respondents were about family life, 12(6.5%) of respondents were rose other topic during their meeting to their family. Therefore, most of athletes involved in this research respond frequently rose about family life with their family during meeting. But there are athletes during their meeting they raised about solving problems that means this is also another way of abusing economically on female athletes.

As can be observed in the above table 5 question number 5,the responses regarding to as a female athlete can create an opportunity to have a family, 126(67.7%) of respondents were reveal that 'yes' and 21(11.3%) said 'no' and 19(10.2%) said 'I have no idea'. Out of 186 respondents 20(10.8%) did not respond. Generally the above table

question number 5 indicates that vast majority of respondents who involved in club can create their family.

As can be observed in the above table 5 question number 6, the responses regarding the distance of training area from their home, 64 (34.4%) respondents replied 'near', 22 (11.8%) respondents replied 'too far', 22(11.8%) respondents replied 'too near', 62(33.3%) respondents said 'average far', 7(3.8%) respondents said 'far in a jungle' and 9(4.8%) did not respond the question. The result indicates that most the respondents of female athletes training area is near and average far. But there are athletes they train in far in a jungle this implies that female athletes harass by perpetrators in the jungle.

Table 7: The Response towards the Level of Performance of Female Athletes after the Prevalence of Sexual Harassment

No.	Variables	Responses	Frequency	Percentage
1.	If your answer for question number '10' is 'A' does your sex relations affect your performance?	Yes	24	12.9
		No	103	55.4
		Missing	59	31.7
2.	If your answer for question number '18' is 'A' how does it affect your performance?	Highly	13	7.0
		Medium	13	7.0
		Low	5	2.7
		It doesn't affect	20	10.8
		I don't know	46	24.7
		Missing	89	47.8
3.	Do you attend your training program regularly?	Yes	139	74.7
		No	33	17.7
		Missing	14	7.5
4.	Are you happy being in your club?	Yes	135	72.6
		No	25	13.4
		Missing	26	14

Analysis in table 6 question number 1 above indicates that, 24(12.9%) respondents were said sex relation affect our performance, 103(55.4%) respondents were said it doesn't affect and 59(31.7%) did not respond the question. The result indicates that more some of female athletes doesn't affect their performance by sex relation but one third of did not respond the question this shows that there is a problem on female athletes. But there are female athletes affected by sex relations according to the result.

Analysis in table 6 question number 2 above indicates that, 13(7%) respondents were said highly affect our performance because of sexually attacked, 13(7%) respondents were said affect medium,5(2.7%) respondents were said affect low,20(10.8%) respondents were said 'it doesn't affect',46(24.7%) respondents were said 'I don't know' and 89(47.8%) didn't respond the question. It indicates that most of female athletes involved in this study didn't respond the question, this result implies that female athletes fear of something to respond this question , but there are athlete because of sexually attacked affect their performance highly and medium.

Analysis in table 6 question number 3, majority of respondents 139 (74.7%) replied as the regularly attend the training program scheduled while the remaining 33 (17.7%) of respondents were did not regularly attend the training program. out of 186, 14(7.5%) didn't respond the question. It indicates that majority of female athletes involved the training program regularly. Whereas there are female athletes they didn't attend the training program regularly because of other reason.

As shown the results in table 6 question number 4, 135(72.6%) of respondents were said 'yes', 25(13.4%) of respondents were said 'no' and 26(14%) did not respond the question. The result implies that vast majority of respondents are happy in their club.

4.5. Responses from open ended questions

1.5.1 What are the reasons for sexual harassment and economical abuse of female athletes in athletics?

According to female athletes the major reasons for female athletes to be sexually harassed is her beauty. If the female athlete is young and beautiful she is likely to encounter sexual harassment that can be from words to physical touches. The other reason mentioned is when they want to be in the club or to be selected for competition and to get other favors from those male authorities they may be involved in sexual acts. If they reject to be involved they can be out of competitions or they will be fired from the club with some other false reason created by those male athletes. As a result female athletes will be victims of those perpetrators.

Most male coaches do not respect female athletes. They said that male coaches undermine female athletes so that they want them to be less confident about themselves. Then they try to show a sense of support as if they care for them. Later on they create opportunities to make them under their control and harass them sexually and economically. When such problems happened to them most female athletes do not want to take it to the court because they are less confident and are afraid of being reduced or fired from their clubs. As a result they keep their problems secret and they don't want to share it with anybody even if it is painful and discouraging.

The other point mentioned was that those female athletes who have good performance and score good results often will be asked by mischievous male athletes, coaches, and others for love and friendships to get benefits from female athletes and their money and awards. But after they took or used their money and awards, they leave them poor and that makes them economically and psychologically weak so that it hurts female athletes and affects their performance too.

They also revealed that most female athletes come from the rural areas so that they become new to city life and are likely to be cheated easily by those perpetrators. On the other hand when they start living in the city their families, relatives and friends believe that she is earning much money. Therefore, they are expected to support their

family, relatives and friends in the rural areas due to this they will be economically abused by all these people. However they may have hard time in the city because of high living cost and due to high expenses of sport materials. Thus, we can conclude that all the above mentioned problems are the reason for the less performance of female athletes. This study result is similar with other international literature.

1.5.2 As a female athlete what measures do you think should be taken to stop sexual harassment and economical abuse on female athletes in athletics?

Respondents said that it is important to create awareness in the society and it will have an impact on alleviating the problems. Moreover, the society should respect female athletes because they are the one who will be pride of the society in the future.

Female athletes need to get psychological and other motivational training from female psychologists that will enable them work hard to the maximum and score better result in their field of discipline. Therefore, club managers and other stakeholders have to think of hiring female psychologists to the clubs for the better results of female athletes. The government has also need to act upon the prevention of sexual harassment and financial abuse of female athletes. Particularly, there should be strong rule and regulation that will protect female athletes from the attack of claimed perpetrators like managers, coaches, male athletes, therapists, trainers and family members and relatives to. On the other hand, there has to be an organization that works on the rights of female athletes and prevention of sexual harassment and financial abuse. If there are such organizations that stand against sexual harassment and financial abuse crimes, victim of sexual harassment and economical abuses will feel confident to report and discuss with them and get solutions of these crimes.

According to those athletes increasing the number of well trained and professional female coaches, managers, trainers and other professionals in athletics will minimize the prevalence of sexual harassment and economical abuse on female athletes. They have also mentioned economical support to poor and low income generating female athletes will help them build their confidence and prevent themselves from being

dependent on others for economy and other benefits and unnecessary relationships that can cause sexual harassment and economical abuses.

Many of them reported as there were biases in selecting female athletes for competitions that was due to sexual relationships with some female athletes. Thus, there should be restrictions on relationships between coaches and other professionals with female athletes and the club owners should include other supporting professionals to coaches while selecting athletes for competitions. On the other hand many athletes mentioned that there should be controlling mechanisms of female athletes to get to their living places in time after training because most sexual harassments and abuses were reported after training.

The other point mentioned was the training area. Female athletes said that most athletes prefer to work far in the jungle for the challenge and the high altitude that the land feature has but according to them jungles are dangerous places for female athletes because they are places where their male coaches, athletes, physiotherapist and others with female athletes meet alone. These may initiate perpetrators to sexually attack or harass female athletes. In order to solve these problems, there should be media coverage of condemning such criminal acts on female athletes and decisions of courts towards these criminal acts.

They suggested that such studies on female athletes will reveal prevalence of different problems like sexual harassment and economical abuse and their solutions. This will enable female athletes and the society get awareness on these kinds of problems and protect and support female athletes.

4.6. Interview Results

Interviews were also used as one means to collect information for this research. The researcher prepared six interview questions and used them as a guide to interview four respondents. The results were summarized as follows.

Table 8: Result of interview with female athletes

No	Interview questions	Responses collected
1.	Have you ever heard of sexual harassment? If so what do you think are the reasons	<ul style="list-style-type: none"> ➤ All participants said “yes”. ➤ I have heard. In my opinion the reasons for sexual harassment are first we are afraid of saying ‘no’, because we will be fired from the club. ➤ The second thing those perpetrators are always safe because we don’t have the courage to report violence’s and abuses happening to us. ➤ As a result the violence’s and criminals acts on female athletes will continue.
2.	Have you ever encountered sexual harassment? If yes, who did it?	<ul style="list-style-type: none"> ➤ All respondents said ‘Yes’, by my coach.
3.	Have you noticed any change on your performance after sexually harassed?	<ul style="list-style-type: none"> ➤ Yes, it has an effect on my performance. For example when I do my training I am not relaxed like I used to be, because I feel like every athlete knows about me and it doesn’t give me comfort. ➤ On the other hand every time I saw my coach I feel angry and it hurts. ➤ All these things have an effect on my performance.
4.	What do you think should be done to avoid sexual harassment?	<ul style="list-style-type: none"> ➤ In my opinion when female athletes report sexual harassment, that should be kept as a secret for the moral of female athletes .then the perpetrators have to be punished according to the law. The law has to be including punishments of canceling the license of such coaches, because they are killing the dreams of the future they have to be out of the arena. So that others will learn from others mistakes. ➤ On the other hand there should be psychological and counseling services to female athletes’ .therefore they will recover from their trauma and be successful in their life.
5.	Do you think that there is economical abuse on female athletes?	<ul style="list-style-type: none"> ➤ I have never come across such problems but I have heard of news of economical abuse on elite female athletes.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

This chapter gives a summary of key findings of the study presented according to the objectives of the study. Conclusions are drawn from the findings and recommendations are given to minimize the impacts of sexual harassment and economical abuse on the performance of female athletes in athletics of the clubs.

5.1 Summary of Findings

The major objective of this study was to assess the impacts of sexual harassment and economical abuse on the performance of female athletes in the case of some selected first and second division athletics club in Addis Ababa. To achieve the objective this study the problem identification is measured by various factors grouped into four categories according to the research questions: what do female athletes regard as sexual harassment and economical abuse, about the perpetrators, the reasons for sexual harassment and economical abuse on female athletes and the level of performance of female athletes after the prevalence of sexual harassment. In order to carry out the study a survey, descriptive method with qualitative and quantitative approach was adopted. To collect the required information different instrument of data gathering including questionnaire and interview were used. The sample populations were female athletes. The data secured from questionnaire was handled by using SPSSversion20.0 and interview was described by using narrative approach. According to the interpreted data, findings are summarized as follows.

- From demographic character of female athletes, the majority of the respondents age are below 20 years.
- The majority respondent's level of education was secondary school and it is a good indicator that these athletes are having another option if they didn't succeed in their sport.
- The vast majority of the respondents were single but still there are females were married, divorced and spouse.

- In this study the majority of respondents trained more than five and above years experience.
- Most female athletes who are involved in this study are short distance runner.
- Almost equal number of respondents replied were heard and were not heard about sexual harassment and economical abuse on female athletes.
- Most of respondents were not kissed by their coach or male athletes, but there are respondents always, sometimes and accidentally kissed by male athletes or by their coaches, this result indicates similar to non-verbal types of sexual harassment include unwelcome gestures.
- Vast majority of respondents were not attacked sexually but still there are respondents were sexually attacked and there are athletes they didn't respond this question this implies that also there is a problem on female athletes.
- Less than half of the respondents of female athletes were never heard news of sexual harassment and economical abuse, but there are respondents usually, sometimes and once heard the news of sexual harassment and economical abuse.
- Majority of respondents of female athletes involved in athletics clubs were got a massage service.
- Most of athletes involved in this research were not encountered any unwanted physical contact during massaging, but there are athletes always, sometimes, once encountered any unwanted physical contact during massaging, according to Prinsloo (2006), this result also indicates similar to Physical conduct of a sexual nature includes all unwanted physical contact, ranging from touching to sexual assault and rape.
- Majority of the respondents never witnessed sexual harassment to female athletes, but there are respondents always, sometimes and once witnessed sexual harassment to female athletes. This implies that there are female athletes were sexually harassed.
- Vast majority of respondents involved in this study don't know who is harassed in their club, but there are athletes they know who is harassed in their club.
- Some of respondents have a partner and some of haven't.

- Most of respondents involved in athletics club have a partner with male athletes and the job of their partner is coach and sport expert and some number of the athletes partner's job is other.
- Most of the athletes in club doesn't live together with their partner but one third of didn't respondents respond the question, This result implies that there are problems on female athletes there are reasons they don't want to reply this question.
- It implies that there are female athletes sexually attacked by their coach, their physiotherapist, male athletes and even attacked by their manager and strangers but vast majority did not respond the question that means there is a problem on female athletes.
- Most of the respondents have a physiotherapist in their club.
- Majority of the respondents massaged by their physiotherapist in their club, But there are athletes massaged by their coach, male athlete and even by their families this is also physical way of sexual harassment to female athletes.
- Majority of the respondents never received a text messages or a video that has sexual content from their coach, their physiotherapist or male athletes, but there are athletes received always, sometimes and once. That means this is also non-verbal way of harassing female athletes.
- Vast majority of respondents start athletics training by their own interest, but there are athletes join athletics because of lack of economy and their friend is coach.
- Majority of the respondents did not spend their free time with male coach or male athlete, but one third of the respondents spend their free time with male coach or their male coach that means this is also another way of harassing and economically abusing female athletes.
- Majority of the respondents did not support of partner but one third of respondents support sometimes, this result also shows that female athletes abuse economically.
- Most of athletes involved in this research respond frequently rose about family life with their family during meeting, but there are athletes during their meeting they raised about solving problems that means this is also another way of abusing economically on female athletes.

- Some of respondents of training area is near and average far, but there are athletes they train in far in a jungle this implies that female athletes harassed by perpetrators in the jungle.
- More than half of female athletes doesn't affect their performance by sex relation but one third of did not respond the question, but there are female athletes affected by sex relations according to the result.
- Most of female athletes involved in this study didn't respond the question. This result implies that female athletes fear of something to respond this question, but there are athlete because of sexually attacked affect their performance highly and medium.
- Majority of female athletes involved the training program regularly; whereas there are female athletes they didn't attend the training program regularly because of other reason.

5.2. Conclusion

Based on the findings of the study the following conclusions were drawn:-

- Female athletes regard as sexual harassment and economical abuse the result in this category shows that female athletes were heard about sexual harassment and economical abuse and kissed by male athletes or by their coaches, this result indicates similar to non-verbal types of sexual harassment and also they were sexually attacked and were got a massage service but encountered any unwanted physical contact during massaging, that means similar to physical conduct of a sexual nature and they witnessed sexual harassment to female athletes and know who is harassed in their club.
- The results in the category the perpetrators shows that female athletes a boyfriend with male athletes and coach where the job of their partner is coach and sport expert and also they live together but one third of didn't respond the question and there are female athletes sexually attacked by their coach, their physiotherapist, male athletes and even attacked by their manager and strangers but vast majority did not respond the question that means there is a problem on female athletes and

also have a physiotherapist in their club and massaged by their physiotherapist, but the rest of massaged by their coach, male athlete and even by their families this is also one way of closing in to sexually and also they received a text messages or a video that has sexual content from their coach, their physiotherapist and this is also non-verbal way of harassment.

- According to the reasons of sexual harassment and economical abuse the result shows that female athletes start athletics training because of lack of economy and their friend is coach, and spend their free time with male coach or male athlete and support families and partner this result also shows that female athletes abuse economically and frequently raised about family life and solving problems with their family during they meet and also can create their family and the training area is average far and far in a jungle this implies that female athletes harassed by perpetrators in the jungle.
- The results in the category of the level of performance after the prevalence of sexual harassment shows that affect their performance by sex relation but one third of did not respond the question, because of sexually attacked affect their performance highly and medium and they didn't attend the training program regularly because of other reason and they were happy in their club.

Generally from all above, the impacts of female athletes in the clubs can be categorized as sexually and economically.

According to the result female athletes witnessed there is sexual harassment in their clubs and also they know who is harassed sexually in their clubs starting from non-verbal types of sexual harassment that means female athletes kissed by male athletes or by their coaches and encountered any unwanted physical contact during massaging, that means similar to physical conduct of a sexual nature respondents were sexually attacked these all are affect female athletes performance.

Female athletes abuse economically by their peer athlete, coach, physiotherapist, and also by their families.

5.3 Recommendations

As responsible, the researcher recommends the following actions to minimize the impacts of sexual harassment and economical abuse on the performance of female athletes in athletics club:

Society

- Should respect for female athletes
- Should support
- Should protect girls from any of violence and abuse

Club owners

- Female athletes need to get psychological and other motivational training that will enable them work hard to the maximum and score better result in their field of discipline.
- Have to think of hiring female psychologists to the clubs.
- Increasing the number of well trained and professional female coaches, managers, trainers and other professionals.
- Should include other supporting professionals to coaches while selecting athletes for competitions.
- There should be controlling mechanisms of female athletes to get to their living places in time after training because most sexual harassments and abuses were reported after training.

Government

- Need to act upon the prevention of sexual harassment and financial abuse of female athletes.
- There should be strong rule and regulation that will protect female athletes from the attack of claimed perpetrators.

- Create awareness in the society and it will have an impact on alleviating the problems.
- Organization that works on the rights of female athletes and prevention of sexual harassment and financial abuse.
- There should be media coverage of condemning such criminal acts on female athletes and decisions of courts towards these criminal acts

Sport organization

- There should be restrictions on relationships between coaches and other professionals with female athletes.
- Club owners should include other supporting professionals to coaches while selecting athletes for competitions.
- Conducting studies on female athletes will reveal prevalence of different problems like sexual harassment and economical abuse and their solutions.
- Support low income female athletes

Finally, the study was conducted in Addis Ababa, in the capital city, one of nine regions of the country. The study showed that, undeniable numbers of female athletes are victims of sexual harassment and economically abused. The study revealed that the perpetrators of such criminal acts are peer male athletes, coaches, physiotherapists and managers. However the number looks small, it is very frustrating and one can predict that the future will be worse than this number if some measures are not taken seriously. In conclusion the study believed that it has a significant effect on the performance of female athletes and in the future it may reduce the number of female athletes in the country.

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APPENDIXES

ADDIS ABABA UNIVERSITY COLLEGE OF NATURAL AND COMPUTATIONAL SCIENCES DEPARTMENT OF SPORT SCIENCE

Questionnaire to be filled by female athletes of first and second division clubs in Addis Ababa athletics club.

Objective

The main objective of this questionnaire is to gather data on the impact of sexual harassment and economical abuse on the performance of female athletes on first and second division clubs in Addis Ababa athletics club and to point out some possible solution.

Thanks in advance for your cooperation!!!

Direction

- The researcher would like to thank you in advance for your co-operation of spending your precious time in filling to the questionnaire.
- Be sure that your response is safely protected
- No need of writing your name
- Indicate your response by putting a circle on one choice where appropriate for open ended type questions, write your response.

Part: I Personal information

1. Age

A / Below 20 B/ 21-24 C/ 25-30 D/ above 30

2. Educational level

A/ grade 1-4 B/grade 5-8 C/ grade 9-12 D/ diploma

E/ degree and above

3. Marital status?

A/Single B/married C/ divorced D/spouse E/other

4. Years of training?

A/ one B/ two C/ three D/ four E/ 5 and above

5. Discipline you are in?

A/short distance B/ medium distance C/ long distance D/ thrower
E/ jumper

6. put your best result or time in your disciplines -----

Part: II

7. How did you start your athletics training?

A/in my own interest B/ by chance C/ because of lack of economy
D/ because my friend is coach E/ by other reason

8. Have you ever heard about sexual harassment and economical abuse on female athletes? A/ yes B/ no

9. Do you spend your free time with your male coach or male athlete?

A/ yes B/no

10. Do you have a partner? A/yes B/no

11. If your answer for question number '10' is 'A' what is his job?

A/ athlete B/ coach C/ sport expert D/ other E/medical assistance

12. If your answer for question number '10' is 'A' do you live together?

A/ yes B/no

13. If your answer for question number '10' is 'A' does your sex relations affect your performance? A/ yes B/ No

14. Do you support your family and your partner financially?

A/ always B/ often C) sometimes D/ never

15. During training or competition have you ever kissed that has sexual nature by your male coach or male athlete?

A/ always B/ sometimes C/accidentally D/ never

16. What topic do you frequently raise with your family during your meeting?

A/ about athletics B/ to solve some problems C/ family life
D/other

17. Do you believe that while you are in athletics can you build a family

A/ Yes B/ I don't think so C/ I have no idea

18. Have you ever been attacked sexually?

A/ Yes B/ No

19. If your answer for question number '18' is 'A' how does it affect your performance?

A/highly B/medium C/ low D/It doesn't affect E/ I don't know

20. If your answer for question number '18' is 'A' by whom?

A/by my coach B/ by our medical assistance C/ by male athlete
D/ by manager E/ by others

21. Have you ever heard news of sexual harassment and economical abuse happened to any female athlete?

A/ usually B/sometime C/ Once D/ never

22. What's your approach like with other athletes?

- A/ it's strong B/ it's average C/ I only approach male athletes
D/ I don't approach any one

23. Do you attend your training program regularly?

- A/Yes B/ No

24. Are you happy being in your club?

- A. Yes B. No

25. Is there a physiotherapist in your club?

- A/ yes B/no

26. Have you ever got a massage service?

- A/Yes B/ No

27. If your answer for question no.'26' is 'yes', who massaged you?

- A/my coach B/ our physiotherapist C/ a male athlete D/ my manager
E/ my family

28. If your answer for question no.'26' is 'yes', have you ever encountered any unwanted physical contact during massaging?

- A/ always B/sometimes C/once D/ never

29. How many times have you witnessed sexual harassment to female athletes?

- A/ always B/ sometimes C/once D/never

30. In your club do you know a female athlete who is sexually harassed?

- A/ yes B/ no

31. Have you ever received a text messages or a video that has sexual content from your coach, your physiotherapist or male athletes?

A/ always B/ sometimes C/once D/never

32. How far is your training area from your home?

A/ near B/ too far C/too near D/average far E/ far in a jungle

33. As a female athlete what is your impression regarding sexual harassment and economical abuse? _____

34. What do you think are the reasons for sexual harassment and economic abuse of female athletes?

35. As a female athlete what measures do you think should be taken to stop sexual harassment and economical abuse on female athletes?

Thank you again!

የአዲስ አበባ ዩኒቨርሲቲ

የተፈጥሮ ሳይንስ ኮሌጅ

የስፖርት ሳይንስ ትምህርት ክፍል

በአዲስ አበባ በመጀመሪያና በሁለተኛ ምድብ ሴት አትሌቶች ብቻ የሚሞላ መጠይቅ።

ዓላማ፡-

የዚህ መጠይቅ ዋና ዓላማ በአትሌቲክስ ክለቦች ውስጥ በሚገኙ ሴት አትሌቶች ላይ ስለሚደርሱ ጾታዊ ጥቃትና የገንዘብ ብዝሃነት በሩጫ ችሎታቸው ላይ የሚያሳድረውን ተጽእኖ መረጃ መስጠትና ሊኖሩ የሚችሉ መፍትሄዎችን መጠቀም ነው።

አቅጣጫ ፡-

- በቅድሚያ ተመራማሪው መጠይቁን ለመሙላት ውድ ጊዜዎን መስዋት አድርገው ስለተባበሩን ክልብ ያመሰግናሉ።
- የእርስዎ ምላሽ ሚስጥራዊነቱ የተጠበቀ መሆኑን እናረጋግጣለን።
- ስምዎን መጻፍ አያስፈልግም።
- በአግባቡ እና በስፋት ያዩዎቸው ጥያቄዎች ላይ መልስ ይሆናል ያሉት ላይ በማክበብ እንዲሁም ገለጻ ለሚያስፈልጋቸው ጥያቄዎች ምላሽዎን በአጭሩ ይግለጹ።

ክፍል-1:-የቅድመ እውቅና መረጃ

1. ዕድሜ

- ሀ) ከ20 በታች ለ) ከ21 እስከ24 ሐ) ከ25 እስከ 30 መ) ከ30 በላይ

2. የትምህርት ደረጃ

- ሀ) ከ1^ኛ እስከ ከ4^ኛ ለ) ከ5^ኛ እስከ 8^ኛ ሐ) ከ9^ኛ እስከ 12^ኛ
- መ) ዲፕሎማ ሠ)ዲግሪ እና ከዚያ በላይ

3. የጋብቻ ሁኔታ?

ሀ)ያላገባ ለ)ያገባ ሐ)አግብታ የፈታች መ)እንደ ባልና ሚስት አብሮ የሚኖር ሠ)ሌላ

4. የስልጠና ዓመታት

ሀ) አንድ ለ) ሁለት ሐ) ሶስት መ) አራት ሠ) 5 እና ከዚያ በላይ

5. የምትሰለጥኝበት ዘርፍ

ሀ) አጭር ርቀት ለ) መካከለኛ ርቀት ሐ) ረጅም ርቀት መ) ወርዋሪ

6. በምትሰለጥኝበት ዘርፍ ያመጣሽውን ክፍተኛ ውጤት ግለጫ

.....

ክፍል-2

7. የአትሌቲክስ ልምምድዎን የጀመሩት እንዴት ነው?

ሀ)በራሴ ፍላጎት ለ)በአጋጣሚ ሐ)በኢኮኖሚ ምክንያት
መ)ጓደኛዬ አሰልጣኝ ስለሆነ ሠ)በሌላ ምክንያት

8. ከአሁን በፊት ስለ ሴት አትሌቶች ጾታዊ ጥቃትና የገንዘብ ብዝበዛ ሰምተው ያውቃሉ? ሀ)አዎ ለ)አልሰማሁም

9. የእረፍት ጊዜዎን ከአሰልጣኝዎ ወይም ከወንድ አትሌቶች ጋር ያሳልፋሉ?

ሀ) አዎ ለ) አላሳልፍም

10. የወንድ ጓደኛ አለዎት? ሀ/ አዎ ለ/ የለኝም

11. ለጥያቄ ቁጥር '10' መልስዎ 'አዎ' ከሆነ ስራው ምንድን ነው?

ሀ/ አትሌት ለ/ አሰልጣኝ ሐ/ የስፖርት ባለሙያ መ/ወጪ ሠ) ሌላ

12. ለጥያቄ ቁጥር '10' መልስዎ 'አዎ' ከሆነ አብራችሁ ነው የምትኖሩት?

ሀ/አዎ ለ/አይደለም

22. ከሌሎች አትሌቶች ጋር ያለዎት ግንኙነት እንዴት ነው?

ሀ) በጣም እቅራረባለሁ ለ) በመጠኑ እቅራረባለሁ

ሐ) ከወንድ አትሌቶች ጋ ብቻ እቅራረባለሁ መ) ከማንም ጋር አልቀራረብም

23. በልምምድ መርሃ ግብርዎ በመደበኛነት ይሳተፋሉ?

ሀ) አዎን ለ) አልሳተፍም

24. በክለብዎ ደስተኛ ነዎት? ሀ) አዎን ለ) አይደለሁም

25. በክለብዎ ውስጥ ወጌሻ አለ? ሀ) አለ ለ) የለም

26. የማሳጅ አገልግሎት አግኝተው ያውቃሉ? ሀ) አዎ ለ) አግኝቼ አላውቅም

27. ለጥያቄ ቁጥር '26' መልስዎ 'አዎ' ከሆነ አገልግሎቱን በማን አገኙ?

ሀ) በአሰልጣኝ ለ) በክለቡ ወጌሻ ሐ) በወንዶች አትሌት
መ) በማናጀር ሠ) በቤተሰብ

28. ለጥያቄ ቁጥር '26' መልስዎ 'አዎ' ከሆነ አገልግሎቱን በሚያገኙበት ወቅት አላስፈላጊ የሰውነት ንክኪ አጋጥሞዎት ያውቃል?

ሀ) ሁል ጊዜ ለ) አልፎ አልፎ ሐ) አንድ ጊዜ መ) በጭራሽ

29. በሴት አትሌቶች ላይ ጾታዊ ጥቃት ሲደርስ ለምን ያህል ጊዜ አይተሻል?

ሀ) ሁል ጊዜ ለ) አልፎ አልፎ ሐ) አንድ ጊዜ መ) በጭራሽ

30. እርስዎ በተሳተፉበት ክለብ ውስጥ ጾታዊ ጥቃት ደርሶባት የሚያውቅ አትሌት ያውቃሉ? ሀ) አዎን ለ) አላውቅም

31. ከአሰልጣኝዎ፣ ከወጌሻዎ ወይም ከወንድ አትሌቶች ከጾታዊ ግንኙነት ጋር ተያያዥነት ያላቸው መልእክቶች ወይም ቪዲዮ ደርስዎት ያውቃል?

ሀ) ሁል ጊዜ ለ) አልፎ አልፎ ሐ) አንድ ጊዜ መ) በጭራሽ

32. የመለማመጃ ስፍራዎት ከሚኖሩበት ስፍራ በምን ያህል ይርቃል?

ሀ) ቅርብ ነው ለ) በጣም ሩቅ ነው ሐ) በጣም ቅርብ ነው

መ)በመጠኑ ሩቅ ነው ሠ)ራቅ ያለ ጫካ ነው

33.እንደ ሴት አትሌት የሚሰማዎትን ልዩ ስሜት በአጭሩ ይግለጹ

34.ለሴት አትሌቶች ጾታዊ ጥቃትና የገንዘብ ብዝበዛ ምክንያቱ ምንድን ነው በአጭሩ ይግለጹ? _____

35.ሴት አትሌት በመሆንዎ በሴት አትሌቶች ላይ የሚደርሰውን ጾታዊ ጥቃት እና የገንዘብ ብዝበዛ ለማስቆም ምን መደረግ አለበት ብለው ያስባሉ በአጭሩ ይግለጹ _____

በድጋሚ አመሰግናለሁ!

DECLARATION

I declare that this thesis is my original work and has not been presented for a degree in any another university and that all Sources of materials used for the thesis have been duly acknowledged.

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Signature: _____

Date: June 2018

This has been submitted for examination with my approval, as a university advisor.

Name: - Sahlemichael Bizuneh (phd)

Signature _____

Date: June 2018