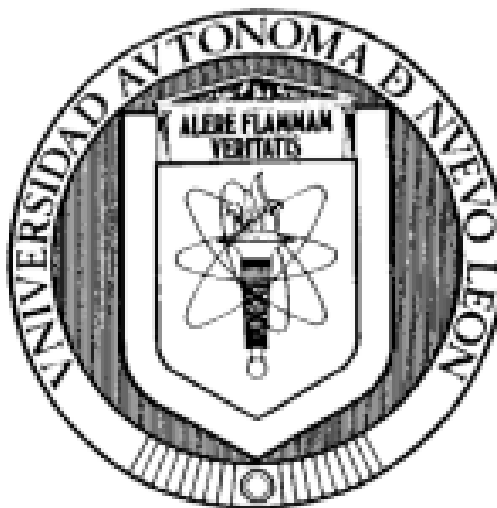


**UNIVERSIDAD AUTÓNOMA DE NUEVO LEÓN**  
**FACULTAD DE ORGANIZACIÓN DEPORTIVA**  
**SUBDIRECCIÓN DE POSGRADO**



**REVISIÓN DE LA LITERATURA SOBRE ACOSO SEXUAL EN**  
**ATLETAS UNIVERSITARIOS**

**Por**

**LUIS MARTÍN GARCÍA MÉNDEZ**

**PRODUCTO INTEGRADOR**

**Como requisito parcial para obtener el grado de**  
**MAESTRÍA EN ACTIVIDAD FÍSICA Y DEPORTE**  
**CON ORIENTACIÓN EN GESTIÓN DEPORTIVA**

**Nuevo León, Julio 2019**

**UNIVERSIDAD AUTÓNOMA DE NUEVO LEÓN  
FACULTAD DE ORGANIZACIÓN DEPORTIVA  
SUBDIRECCIÓN DE POSGRADO**

Los miembros del Comité de Titulación de la Maestría en Actividad Física y Deporte integrado por la Facultad de Organización Deportiva, recomendamos que el Producto Integrador titulado “Revisión de la Literatura sobre Acoso Sexual en Atletas Universitarios” realizado por el LEF. Luis Martín García Méndez, sea aceptado para su defensa como oposición al grado de Maestro en Actividad Física y Deporte con Orientación en Gestión Deportiva.

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Nuevo León, julio 2019

## **Dedicatoria**

Este trabajo realizado esta dedicado a aquellas personas que hicieron realidad esta gran oportunidad y aventura en Monterrey y Jonesboro. Primeramente a Dios por permitirme culminar y sentir la satisfacción personal que ahora siento gracias a esta gran experiencia lograda exitosamente. Tú fuiste quien me ha brindado cada camino presentado en mi vida.

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## FICHA DESCRIPTIVA

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**Resumen del Producto Integrador:** el acoso sexual es un problema social que a lo largo del tiempo ha formado parte de la conducta y relación interpersonal. Es complicado identificar cuándo una conducta pasa a ser acoso sexual. En la literatura revisada se presentan algunas definiciones y clasificaciones del acoso sexual según las leyes de los Estados Unidos de América, así como del Comité Olímpico Internacional. Lamentablemente este problema ha afectado principalmente al género femenino, donde las cifras son alarmantes ya que se encontraron una gran cantidad de artículos que identifican más del 50 % de las mujeres han sido acosadas sexualmente en diversos escenarios como centros escolares, laborales, de entrenamiento, etc. Se encuentra que este fenómeno tiene consecuencias negativas psicológicas, fisiológicas y sociales como ansiedad, autoestima, cefalea, etc. Posteriormente, algunas teorías que tienen relación con este tipo de conductas sociales han sido importantes para su comprensión y análisis, tales como: Teoría Organizacional, Teoría de Poder y Dependencia, Teoría institucional y Teoría Social del Género. Para con ello concluir que se necesita ahondar más en el tema para buscar delimitar exactamente lo que es el acoso sexual y de esta manera lograr crear leyes para que esto sea penado para quienes cometen esta falta.

**FIRMA DEL ASESOR PRINCIPAL:** \_\_\_\_\_

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## Introducción

Some negative consequences that sexual harassment has developed in the victims have been dangerous not just for the health of the targets, but also to the development of their activities in the institutions, and the social relation with their peers. The development of the target on their environment as compartment, disposition, intention, dysfunctional behavior, and performance as adverted Faragher, Cass and Cooper (as cited in Clarke, Ford, & Sulsky, 2016).

Some of those troubles can be physical, psychological negative consequences as well unchaining on decreasing of job satisfaction, stress, anxiety, alimentation disorders, etc. An example where women college workers experienced sexual harassment by a supervisor or a person with higher hierarchy showed that victim is most affected than those that are harassed by a work partner or another with lower hierarchy level. It has adverse effects such as lousy humor, tension, and boss pleasure as found O'Connel, and Korabik (as cited in Clarke et al., 2016). Thereby, where aggressive sexual harassment is present on individuals, some treatments are necessary to affront the lived problem as medical and psychological therapies, or hospitalization (Taylor, Smith, Welch, & Hardin, 2018).

Around the United States at the labor environment was made a research by Rospenda, Richman, and Shannon (2009). In their study, they considered a period from 12 months where they found that percentages of harassment were 43% on males and 52% on females' workers.

The incidence in women athletes is mostly presented than male athletes. For instance, in Turkey, the first study respecting female athletes that have been harassed found that 56.2% of them had been disturbed by sexual actions in their environment at least one time in their sports life as found Gunduz, Sunay, and Kozi (as cited in Rintaugu, Kamau, Amusa, & Toriola, 2014). This problem has to be researched because there is not much knowledge about it, and the athletes that are living this difficulty in their environment do not know how to respond against it. Sexual harassment is the cause of many adverse effects; for that reason, it is crucial to understand how to face this problem and reduce the incidence of principally in female athletes. There is a

considerable number of psychological and somatic negative results such as self-esteem, life satisfaction, low sense of self-confidence, relationships with other men, nagger, fear, anxiety, depression, feelings of humiliation and alienation, sense of helpless and vulnerability, headache, sleep disturbance, and nausea (Clarke, et al., 2016).

On another hand, specially in sport, the International Olympic Committee (2016) talks about consequences of Sexual Harassment as “Research indicates that sexual harassment and abuse happen in all sports and at all levels, with a greater prevalence in elite sport. Members of the athlete’s entourage who are in positions of power and authority appear to be the primary perpetrators. Research also demonstrates that sexual harassment and abuse in sport seriously and negatively impact athletes’ physical and psychological health. They can damage performance and lead to athlete drop-out.”

The purpose of the future study in collegiate athletes are: 1) identify and study the prevalence of sexual harassment in college athletes, 2) type of sexual harassment that are suffering 3) who are the principal harassers, and 4) knowledge about how to cope this matter by the targets.

### **Antecedentes teóricos y empíricos**

To collect the information, I have used the available Library in the Arkansas State University website. Then I chose the option in the top of the page “Library” to access the “Dean B. Ellis Library”. In this e-library, I selected the Research Databases option. Then, on the page, I selected the letter “S” to find the SPORTDiscus database that was located on the 23rd list. Additionally, the PsychInfo, Academic Source Complete, and Business Source Complete databases were used to find the articles about sexual harassment. I had to make an advanced search to select the specific parameters as Full Text, Peer Reviewed, and published mainly Dates from 2016 to 2018, and used the keywords “sexual harassment.” The first parameters to select the articles to consider putting it in the database are:

- Based on individuals that are 18 years old or older
- Studies in North America



- Empirical research

After that, it was necessary to realize a systematic literature review matrix to attach the main information of the reviewed articles where the rows were divided with the follow information:

- Article reference
- Sexual Harassment definition (whose defined it)
- Theories used
- Sexual Harassment measurement (interviews, questionnaires, scenarios, combination), and what type of harassment is included.
- Who is the focus? (Targets, harassers, bystanders)
- Methodology. Who is the sample? (Women, men, racial minorities) and what environment are they in? (School, work, professors, athletes, or nurses)
- Research outcomes (findings and recommendations; Training (for whom, what type), policy changes (punishment, reporting, investigating?))
- Identified research gaps by author. The authors suggestion for future research
- My suggestions for future research
- How we can use this article

All of this data was helpful to identify the main information that I could use to build my literature review.

### **Sexual Harassment.**

To understand when sexual conduct changes from legal to illegal in the work environment because of the interaction between the members, we have to consider that it is unlawful when a person harass an individual because of the affected person's sex. Harassment has different ramifications that involve "sexual harassment (SH)" or uninvited sexual suggestions, invitations for sexual favors, and other verbal or corporal harassment of a sexual nature. Besides, the harassment not just falls in conduct sexual in

nature, but also when the harasser introduces aggressive comments toward the individual's sex. The target(s) and the harasser(s) could be female or male, and the target or harasser could affect people of the same gender. The actions as impromptu commentaries, or separated conflicts that are not remarkably severe, are not illegal. The problem starts when those actions happen too often and overpass the limits of ordinary behaviors. Generating an unfriendly environment that affects the involucrate members on final results or decisions as target degradation or deconstruction ([www.eeoc.gov](http://www.eeoc.gov)). As the past definition shows, the change from positive and healthy to negative organizational environment happens because sexual troubles arise between their members, and one of them is suffering physical, psychological, or work-related consequences due to this interaction. As a consequence, it becomes from normal environment in the organization to a sexual harassment environment because both status harasser and target arise because the conducts developed. To identify when it changes from legal to illegal conducts is hard to decide if it is or not a sexual harassment issue. That has to be invested for the correspondent law to find the solutions to remedy the caused damages if it is necessary.

The people that are causing the harassment could not just be personnel with higher authority than the target as leaders of their area, superiors from other departments, etc. But also, people with the same grade of hierarchy as a colleague, and persons who are not workers of the same organization, such as, clients or costumers of the service that the organization delivers ([www.eeoc.gov](http://www.eeoc.gov)). In the case of college athletics, sexual harassment of athletes could occur from teammates, coaches, administrators, classmates, teachers, fans unrelated to the school, referees, opponents, etc.

Usually, sexual harassment is classified in two different ways to know what is the nature of existent harassment into the place of work. Each one has specific behaviors among the participants into the harassment such as the target and the harasser. They are known as quid pro quo and hostile environment as determining Fitzgerald (as cited in Clarke et al., 2016).

### **Quid Pro Quo.**

As described by Richman et al. (as cited in Clarke et al., 2016), this type of harassment arises when there is an exchange of favors from one person to another one. He or she is forced to have some sexual activity as a consequence of subornation or threats to promote them to have a better position in the organization, increased remuneration, or other work-related positive or negative effects. This type of sexual harassment is prevalent in all areas, not only when a person is looking and asking for employment, enrolment on an institution, or any activity that the individual is interested in developing some task, but also when people desire to have a higher position in the workplace. For example, if a student has not passed some institutional course, and the professor asks for a sexual favor to credit it. The teacher is abusing of his or her power to control of a way the decision of the student. Or on another hand, the student only aspires to have higher grades than the rest of the group, and the professor knows that, and he or she takes advantage of it to invite for sexual exchange. Sexual harassment quid pro quo is present, too. As we can see, there are a significant amount of examples on this matter undoubtedly.

### **Hostile environment.**

Described by Richman et al. (as cited in Clarke et al., 2016) explain that this type of harassment is present when the harasser actions have negative consequences on the performance of the target during his or her tasks developed in the organization. It generates an unfriendly, threatening, or rude labor environment. This type of harassment includes unwelcome sexual contact, declarations, approaches, or recurrent solicitudes for dates. This is a common type of harassment in life as determined by Fitzgerald et al. (as cited in Clarke et al., 2016). For instance, there is a boss that desires to have a date with a secretary that is working in the same place than him. She does not want to have a relation as this type with the boss, and she wants to have a respectful work relationship with him. She has told it to him, but he insists many times, and it is becoming the standard work atmosphere to an adverse environment because the secretary does not know how more to do. And it is resulting in some mental, psychological, physiological, or physical troubles on the victim.

**Negative effects.**

As some authors and researchers have found, sexual harassment has unfavorable consequences not just for the workplace, but also as a social problem that affects society and their development as cited in Berdahl and Raver (as cited in Clarke et al., 2016). In the workplace, job satisfaction is an attitude variable that impacts the development of the target on their environment as comportment, disposition, intention, dysfunctional behavior, and performance as mentioned Faragher, Cass and Cooper (as cited in Clarke et al., 2016).

**Psychological.**

The psychological affections that can have the targets vary in function of different indicators. For instance, the feel of some target experience changes when the harasser has a specific hierarchy in the organization concerning the victim. It means that it is not the same result when a partner is harassing him or her than a superior attacks the sufferer. For that reason, the procedures or methods to avoid and cope with these troubles have to be different (Clarke et al., 2016) so they can confront in a better way the problem.

A cross-sectional survey applied to women college workers showed that when a person with a higher position and hierarchy in the institution is the harasser, the victim is most affected than those that are harassed by a work partner or another with lower hierarchy level. It has adverse effects such as lousy humor, tension, and boss pleasure as found O'Connel and Korabik (as cited in Clarke et al., 2016). Thereby, where aggressive sexual harassment is present on individuals, some treatments are necessary to afront the lived problem as medical and psychological therapies, or hospitalization (Taylor et al., 2018).

**Decrease job satisfaction.**

The problematic of these actions is that it only does not affect the target psychologically or physically, but also it has repercussions on the organizational level. It results in a negative atmosphere into the organization that damage the development of its process. Consequently, it generates worse delivering of the product that the institution provides to its consumers. For that reason, job satisfaction is too important to consider as

managers and members of the industry. Research has found that the job satisfaction effects produced by sexual harassment depend on the hierarchy of both, the harasser and target into the organization. When a supervisor or a person with more organizational authority harasses the worker, the affections are worse on decreasing of job satisfaction to the victim than harassment caused by a colleague with the same corporate rank (Clarke et al., 2016).

#### **Amount of females and males that have suffered Sexual Harassment.**

Many types of research about sexual harassment have shown that the percentage of harassed female is higher than male harassed. Such as established Frazier, Cochran and Olson, and Berdahl and Raver, males and females have had troubles on this matter of sexual harassment at the job environment around of 10%-20%, and 50% of respectively (as cited in Clarke et al., 2016). One of the most recent studies around the United States at the labor environment was made by Rospenda, Richman, and Shannon (as cited in Clarke et al., 2016), in their study, they considered a period from 12 months. The percentages of harassment were 43% on males and 52% on female workers.

Then, on emergency medicine residents' scenario from New York City Hospital, there was a study about the verbal harassment and sexual harassment against residents by patients and visitors during their residence there. The results of this study showed that almost entirely all residents have encountered verbal harassment with 97%, and 52% announced sexual harassment (Schnapp et al., 2016). It shows how the prevalence of sexual harassment is present in all areas where there is socialization. In the same study, what draws attention is that majority of the harassers were patients with 52.1% toward the male total of 41.9% and the female total of 68.9% residents. And the perception of harassment by visitors was lower with 21.8%. In this way, the percentages were closed between genders because 20.3% were men and 24.4% were females (Schnapp et al., 2016). As it shows, the harassment can be created not just by people with higher, same, or lower hierarchy level, or gender but also, by the customer that is using the service, where the victim is the worker. Consequently, the targets can be of any gender.

On the faculty sport management scenario, the study made by Taylor et al. (2018), shows that faculty have been harassed sexually not only as a body member but also as a graduate student by both genders, men and women.

### **Litigation consequences.**

Although the percentage of harassed individuals is present in a large amount of population, the literature review shows that perception of litigation processes and its emotional risks affects the taking decisions of targets to claim this problem. There is just 5-30 % of harassed people that report the harassment, and worse yet, the number of targets that prosecute their demands is only the 1% of them according to Bergan et al.; Fitzgerald, Swan, and Fischer; Lonsway, Paynich and Hall; and McDonald (as cited in Lawson & Fitzgerald, 2016). It is being an important reason of why almost all targets do not feel comfortable to make this claiming because it affects in a determined way the victim's life during his or her future. Some of them according to Lipsky, and Gupta (as cited in Lawson & Fitzgerald, 2016) explain that economic affections are considered as a factor to do not claim in a court. Consequently, the solution to the problem does not happen immediately. It needs a detailed investigation to deliver what happened, and how it will be solved. All this way impacts psychologically during it is happening until it finishes. Therefore, the aftermath of affection depends on the duration of the process. It is the same extension that the target is living, extending, and intensifying the psychological aftereffects of the first harassment as mentioned Fitzgerald et al. (as cited in Lawson & Fitzgerald, 2016). Nevertheless, the result of the initial harassment event seems to indicate the principal cause of psychical consequences as posttraumatic stress disorder (PTSD) symptomatology, more than the lawsuit process (Lawson, & Fitzgerald, 2016).

### **Perception of Sexual Harassment according to the functions of each person in the organization.**

On the literature were found that different target perceptions are depending on the power of the harasser because of his or her nature of the payment or deliver some benefits to promote them in or off the organization. The harasser nature with higher power unchains diverse manners to put in practice this capacity over the victim. French

and Raven (as cited in Clarke et al., 2016) classified these type of advantages of power bases as follow:

- 1) Legitimate when the hierarchy position takes place on the relationship among them.
- 2) Coercive because he or she is be able to reprimand lower hierarchy members
- 3) Reward is possible if the person with higher position wants to deliver some benefit as a result of the behavior.
- 4) Referent depends on the sympathy between the actors that are participating.
- 5) Expert because theoretically the higher levels in an organization shows more experience and knowledge about the organization function.

Reviewing this classification there are some types of power that a workmate could apply over another partner, but they do not have all the power that a supervisor or superior has into the organizational hierarchy.

The literature review shows how males and females perceive the harassment in the organizations depending on the gender of the members into it. In an exploratory analysis, Clarke et al. (2016) found that 79% of women perceived sexual harassment from males and 16% from women. And males reported that 57% of SH comes from males and 36% from females. With this example, it is easy to notice that the dominant gender that harasses other people are males more than females, and job satisfaction is modified when supervisors are the harassers more than a coworker. Consequently, the reduction of pleasure in the work is evident.

### **Theories that influence Sexual Harassment.**

Sexual harassment has been related directly with the power differences topic between male and female as an essential key that can be considered. It is a predecessor of sexual harassment behaviors into the organizations, commonly from men toward women. In the literature review, Lips (as cited in Clarke et al., 2016) established that men manage almost all valuable sources such as finance, education, status, etc. in the society. Female population has lower conditions of power in the social structure. As a

consequence, the same author indicates that American females have to challenge to be able to think that they could take a big responsibility to have the control on some organization to lead it over their command. It means that the history gender of men dominance over female has affected the current power conception where females cannot believe that they could receive the power to head a group of persons to determined organizational goals. Therefore, currently, feminine workers have taken the role where they assume and allow the dominance of men, and consequences as sexual harassment into institutional areas such as sport, accepting it as a normal behavior as a job element (Taylor et al., 2018).

On another hand, some authors have been aware through their research that power increases the probability to harass someone. And consequently, the victims generally are those that have less power and hierarchy in the organization as Kunstman and Manner, and Gruber and Bjorn concluded in their works (as cited in Clarke et al., 2016). Attaching that, due to the power placed on male traits such as dominance and competition, commonly perceive higher incidences of bullying, incivility, and harassment on the industries and fields that are male-dominated, such as sport administration as established Vogt et al. (as cited in Taylor et al., 2018). Adding that institutional rules, and standards in the organizations influence directly the environment into it (Taylor et al., 2018), causing this type of issues in the organizations. Being it related with the System Justification Theory developed by Jost and Banaji because the ideology to maintain certain behaviors and beliefs in the society, although they are correct or no.

#### ***Power and Dependence Theory.***

As explained by Emerson (as cited in Clarke et al., 2016), the concept of power in any organization is indisputably an essential and natural conception linked with influence, dominance, submission, status, and authority. All organizations have an individual or group of persons that influence the direction that the organization has to take. The organizations have a power structure where an individual command and control the entire team to fulfill the desired outcomes. Every person has different skills or traits that help them to develop a task into the group, but always there is someone that



thanks for those characteristics fulfill the power as a natural property in human relations. The human relations almost still have common goals among the persons that form part of the group; for that reason, there is a dependency between those parties that want to achieve the same or similar goals.

Consequently, the individual contributes with some of their skill to develop the task that the group wishes. This dependency is the reason that power arises between individuals. For instance, when individual's "A" goals depend on capacity or ability of individual "B," more than individual "B" toward "A," the power on this example falls on individual "B." This example explains why parents, teachers, supervisors, coaches, etc. have more power toward their children, students, athletes, subordinates, etc.

Two variables illustrate this phenomenon: demands and availability of something that exists in both social groups. Sometimes, the power is convenient to the people that receive this privilege because he or she can enjoy the position that they have reached in that specific social group. It explains why theoretically people with more necessities depend on the people that have the power to survive in the world, school, team, job, etc. more than vice-versa. As a result, structure exists; those that have more hierarchy level in the environment where they are living take the decisions. To can be in a balanced situation between its members, there has to exist reciprocity or equality. It has to have balance operation that is divided on withdrawal, the extension of the power network, emerge of status, coalition formation, and undoubtedly the arising of authority to take decisions on the group.

In their research that Clarke et al. (2016) anticipated that satisfaction victims in the investigation would have a worse decreased work satisfaction when the victim is harassed by their supervisor or another organization member with higher power into it. Consequently, the results showed that this hypothesis was correct because the job satisfaction ratings had a more significant difference because of the status of the harasser conditions (supervisor and coworker). On another hand, the results revealed that the overall work satisfaction was not considered significant when the state of the harasser is a coworker.

Interestingly, in their discussion, Clarke et al. (2016) relate the link between power and sexual harassment in the job environment. They have cited some examples of authors that have talked about this phenomenon about the wrong application of force as MacKinnon explained that a victim suffers sexual harassment when the harasser uses the power excessively to control and manipulate him or her on sexual nature. Another example that the authors cited were Berdahl that suggested one of the motivations that are behind sexual harassment is the power, and when the persons do not have control or less power than others in the organization are more susceptible to be targets as explained Gruber and Bjorn as well.

Another impressive result that Clarke et al. (2016) found in their research is the disadvantage that women have in comparison with men in the organizations because the power status of them are less than males. For that reason, men do not have the same affections that woman because gender power and authority is more in males than females. As a consequence, when the supervisor is the harasser, sexual harassment is perceivable as discrimination, in the same way, sexual harassment developed by the supervisor is perceived as interpersonal injustice resulting on the general work satisfaction.

### ***Institutional Theory.***

This theory demonstrates that the workers, and the industry itself, are socially formed and accordingly develop a mutually generated perception of reality as Yang and Konrad (2011). This human creation drives to an approved kit of rules, statutes, laws, acknowledged standards, and principles set forward the institution and their processes Scott (as cited in Taylor et al., 2018). The process to approve specific rules, principles, laws, etc. is not from one year to another, but it needs a long time to adapt them in the organizations (Taylor et al., 2018), depending on how they are working depending on the mission and vision of every institution to be sure that they are reaching the goals that they are following. Over time, if the community and the members of the institutions accept the rules, regulations, laws, etc. positively, they convert as habits and traditions. These traditions and practices can have tremendous value in the organization that it is too hard to work in another way as Scott defined (as cited in Taylor et al., 2018). As

described Hinings and Greenwood (as cited in Taylor et al., 2018), the resistance to change the ideology of those habits is a big deal because they become as unquestionable standards into it, and the members have to lead with that although they are correct or no. Because the employees have worked under that unique regime that resulting in natural and normal thinking toward those standards as Hinings and Greenwood defined (as cited in Taylor et al., 2018). And when it happens, the workers legitimacy the power that those standards have in the institution, pulling them to have a specific behavior in the institutional process. Those operations are evaluated under those placed criteria as established Washington, and Patterson; Walker, and Sartore - Baldwin (as cited in Taylor et al., 2018).

Cunningham (as cited in Taylor et al., 2018) showed that the marginalization and discrimination toward women in sport has been institutionalized from a societal level due to the fact that women are still underrepresented in sport and are not as well funded as men's sports. Thus, there is a gendered-power dynamic in sport that leads to inequality as an institutional operative practice in sport organizations.

We can relate this establishment with the reality that sport is living until this era. If we think about the conditions that surround sports, we can notice the significant participation of men more than women in all spheres, since the sports field as players and athletes until the administration and organization on sports. As a result and related with the power dependency theory, and sexual harassment issue, it is logic that female is a minority on this topic, and they are more susceptible to suffer abuse and sexual harassment on this type of organizations because the high amount and power that males have in this matter. This imbalance problem that is now in sport is reflective of the community and societal conditions as established Washington and Patterson (as cited in Taylor et al., 2018). And with these theories, some issues as gender, sexual harassment, and so on, could be understood to inevitable conclusions and treatments to the intention of decrease the percentage of people affected in different ways because of the society sport perspective toward minorities.

The results of the research made by Taylor et al. (2018) were that certain conducts and rules become as normal activities through the organizational process of the

institution over time, the members follow them as they were the correct ways to act in the organization. For that reason, the new employee generations see the job behavior and take the organizational culture, independently if they are correct or no. For example, in the study, they found that the participants coincided that the everyday comments that men say toward girls are about the attractiveness that coworkers have as their dress, make-up, hair, and body. They conclude that have lived these types of commentaries during their career life showing how the population accepts this type of behaviors as reasonable conduct because of the male domination. Rightly, they found that sexual harassment is too hard to identify because the practices that the institutions approve are sexual, and both, harassers and targets do not know when it starts or when it continues. For this reason, research detected that closed questions are not useful to recognize sexual harassment, while open items are more profound to can find specific behaviors that differentiate between sexual harassment behaviors.

### ***Social Theory of Gender.***

Connell's (as cited in Scarduzio, Wehlage, & Lueken, 2018) identified hegemonic masculinity in the social theory of gender as:

The configuration of gender practice which embodies the currently accepted answer to the problem of the legitimacy of patriarchy, which guarantees (or is taken to guarantee) the dominant position of men and the subordination of women.”

The conception of dominant differences between men and other genders in pro of masculine dominance is understood and explained in this theory. And it shows how not just men have supremacy over women, but also above other genders as homosexuals, lesbianism, transsexuals, as well as Lusher and Robins (as cited in Scarduzio et al., 2018). The conception of masculinity is a big deal because it is similar in many cultures and societies. It affects the understanding of individuals around the world about this phenomenon and its experience as Smile expressed (as cited in Scarduzio et al., 2018). And it continues being a real issue to all community, especially to the minorities that are being harmed because of this conceptualization.

According to Scarduzio et al. (2018) The significant results in their study were that sexual harassment could have place not just face to face scenario, but also in other

settings as messages, online, etc. suggesting that organizational policies and regulations have to consider all type of ways that sexual harassment can occur in time job or not.

### **Assignment 6.**

Template for Analyzing Individual Studies

General Topic of your article: Behaviors during free gym.

Reference (APA): Pope, C. C., & O’Sullivan, M. (2003). Darwinism in the gym. *Journal of Teaching in Physical Education*, 22, 311-327

1. What is the Purpose or Goal of the study? (Statement of the problem and maybe hypotheses)

The focus of this research is to investigate the high school students perception of their physical activities while they are using the “open gym” in both moments, at lunch period, and pleasing time following school in different recreational places. To figure out how those participations help to their development in their physical education or miss-education.

What happens in urban school while students participate in “free gym.”

What type of interactions occurs in those places.

The transcendence for physical education, and for the respondents who are educating.

Introduction/Literature Review (What are the main points discussed? Which researchers have done the most work in this area?)

Main points

Authors cited more than 1 times  
in the article

Education as a teaching-learning process  
to increase the knowledge and values to  
students.

Brown and Theobald O O

Curriculum as formal activities  
into the school programs that students  
have to take.

Berk II

Extracurricular activities as  
activities off school program. Important

to help the student education because in the activities it is possible to have contact with other persons of any sexual orientation. It contributes to increasing experience, knowledge, culture, worths, etc.

Youth sport experience

Decreased participation: passive-spectator (They cannot become players) and academic situations, activities in their day at work.

Ecological framework as sport rules and philosophy that are transmitted to adolescents. Individuals gain popularity when having skills in some activity.

## 2. Characteristics of the Participants (Shady Woods High School).

- 800 students
- 65% African American
- 25% Caucasian
- 3% Asian American
- Hispanic and Native American
- 51% boys
- 49% girls

## 3. Instruments and Tests used? (Including reliability and validity information if provided/Procedures/Treatments applied)

Observation research tool.

-They went to the High School 5 months. Always they were located in the top row of the bleachers or at the edge of the Basketball court.

-Lunch hour observation. Free time sessions from 10:30 to 11:30 every morning. Always a teacher was there. Average between 80 and 130 students used the gym.

-Community observation. Between 15 and 40.

-Field notes. 1) Talking into a microcassette recorder or writing in a notebook.

-Scanning from the periphery. Initial observational questions: Who was there? What age and gender were they? What were they wearing? Who were they interacting with? What were they doing? How long did they do it for? How were they arranged?

-Making entries into a log on the home computer.

-Descriptive review.

-Inductively. To confirm, modify, disregard the data.

#### 4. Design and Statistical Analyses

The first strategy was peer debriefing. This strategy includes regular meetings between the researcher responsible for talking about the responses and interpretations. It has the purpose of creating the best analysis of the students' answers and observations. To make a neutral consideration of the data to avoid imposing ideas of the researchers and the views were the representation of the behavior of the students in the field. And the last strategy was used not only the observational resource but also interviews of students in the place and time correct.

And the analysis of the information was through detailed review of the scenario and behaviors, interpretation of the date, and finally studied inductively.

#### 5. Findings/Results

The main finding was that students create hierarchy degree in active participation.

The students want to increase their status in the activities because not all have the same level. They want to survive, and the way to do it is expanding the physical ability and street smarts.

Those sport centers are the place where adolescents pretend to hang out, but the participation depends on the degree that each one has. Some of the play and others are waiting to have the chance to participate in the games. Because the rules are made by the participants. Adults or teachers no control the activities.

On the floor, 90% of the participants were boys and principally Afro American. The girls play in the basket near the door. Sometimes, the games were mixed. Some students determined how could play, what, and the space that they could use. Commonly these students were juniors and seniors. When they played, the game was attractive to more students, and they play the role of spectators.

Seven groups:

- Bullies. Always male, senior, and skilled
- Jousters. Intent to play (Boys and girls)
- Posers. Get the attention of people
- Benchies. Include girls, but commonly were boys. They would want to play. They are waiting for the opportunity to play.
- Hangers. Their purpose is to go to the gym to inform who is there. To chat, read books with others.
- Venerators. Principally girls. Walking around the gym. They want to have the attention primarily of athletes. Groups of two to four.
- Contestants. They are skillful players. They are too competitive and consider it something serious.

The high school sport activities were similar than the local recreational center.

In this culture, individuals want to learn to become skilled students to try in future play and win a degree in society. But learning by apprenticeship is looking to create a robust physical activity experience.

Street literacy or free gym has different consequences in each participant. It provides the opportunity to participate in activities free. But it depends on each student how to take this situation because each one has to find his or her position in action, in this case in the sport.

The ecology in the free gym teaches some students because no all have the same opportunity or the same role in this place. For that, to the researchers, it is essential to suggest the middle of the ground to help more students to prepare for the future. It is crucial to create a pedagogy plan to include more than skilled students.



The ideal and real is different because not just this High School lives these problematic, but also other institutions that the favorite students decide who plays and how not plays. It causes exclusion, principally female students.

#### 6. Conclusions

It is vital that instructors can know the influence that street literacy affect the environment in physical education classes. To can become the real to the ideal conception of physical education. They are worried about, but no one does something to correct it. No one takes this problem to find the solutions to face this situation that affect the roles that each student lives in educational programs.

Sport is not working toward a positive educational environment.

All of these situations are very important because the real sport activities in schools are losing educational purposes, and it has to be reviewed and researched to reconstruct the sport informative way.

#### 7. Questions raised for further study

It could be related to areas as sociology, education, pedagogy, psychology, history, focused in young people to understand the historic problematic to can find the appropriate solutions to confront this real troubles that sport generates although the competition is not the primary problem, if not the instructors and adults that permit that it happens.

Some examples of questions about this topic could be: how long it problem has in society? Why is sport exclusive? Sport or recreational activities in High Schools? Why culture affects the value that the game has? Which strategies could help to reduce the elitism conception of the sport? Who is responsible for creating elitism sport conception? Does the social difference only appear in game? Is sport an example of the real word? Why is the distinction of roles a bad thing in the educational environment?

**Assignment No.7.**

Hardin E. and Whitesite, E. (2012). Consequences of being the "team mom": women in sports information and the friendliness trap. *Journal of Sport Management*, 26, 309-321.

The current study investigated the friendliness trap and its connection to sport information employing focus groups as a method to conduct the research. It permitted an open conversation about the topic where each participant could feel free to create new questions about the subject to future discussions. Another opportunity to realize the interview was the solo interview for those participants that chose more privacy while the basic issues were the same to all participants in the investigation except the participant who desired a solo interview, that woman was free to select any topic of the focus groups session.

The participants that were interviewed were 30 women from Female Athletic Media Executives (FAME) that were enlisted to participate in the College Sports Information Directors of America (CoSIDA) convention 2007 in San Diego. The participants' age was from 24 to 57, participating in seven focus groups. Their practice range in the field was between 2 and 31 years. 23 of them operated at Division I Institutions and the rest at Division II, III, NAIA, and Canadian universities.

Each focus groups session lasted around 90 minutes. The discussion started with questions to break the ice to create confidence for the next questions. To follow with questions about their tasks in sports information and their gender everyday experiences. Some items were "Have you ever thought about leaving the profession, and why?" and "Why do you think there are not more women in sports information?"

One investigator and another that were taking notes at the time of the interview directed the focus groups. After the discussions, immediately were created the perception of the responses developing 175 transcript sheets. The analysis was reading transcripts, ticketing parts of the data reported the ideas of the participants, creating categories, and the last step was connecting theory and types.

### Assignment 8.

Template for Analyzing Results Section

General Topic of your article: Capture viewers' attention

Reference (APA): Breuer, C., & Rumpf, C. (2015). The impact of color and animation on sports viewers' attention to televised sponsorship signage. *Journal of Sport Management, 29*, 170-183

Results

1. How is the results section organized?

This part was organized and described as following:

-Model of color effects on attention (variables that can be controlled as "luminance," "saturation," and "color contrast") that vertically showed the variables, b, Beta, T, and sig. (p), and horizontally, the variables and their results. They used the stepwise method. Then, with these results were compared the Hypothesis 1 (rejected), 2(supported), 3 (rejected), and 4 (recommended).

-Model of animation effects on attention. They utilized the same order as variables, b, Beta, T, and sig. (p). To present the comparison with hypothesis 5, where H5a and H5b were supported and H5c and H5d were not encouraged.

-Model of viewer confusion. To investigate the effects of the animated sponsor signage. The animation creates more confusion than only color sponsor signage.

2. Compare the order of reported findings with the introduction, literature review, and statement of the problem. Do you see any relationships? How else might the results section have been organized?

Introduction order. Results order

To assess the impact of color on the sport viewer's attention to sponsorship signage.

To investigate the effect of animation types on the sport viewer's attention to sponsorship signage.

To analyze the sport viewer's confusion as a reaction to the animated sponsorship signage. Model of color effects on attention.

Model of animation effects on attention.

Model of viewer confusion.

Relationship. Why?

Yes, because the order that was shown in the introduction was made in the results. They followed the points from 1 to 3 in the same order.

How else might the results section have been organized? Actually, I guess that their organization was great because they show the necessary results. For example, if the results were showed in a different order than the presentation, it could be hard to understand the results correctly. They show the variables too, and it helps us to know each critical result in its correct position.

Literature review and theoretical framework order (Results order)

H1a: Viewer attention for red sponsorship signage is higher than for white sponsorship signage.

H1b: Viewer attention for green sponsorship signage is higher than for white sponsorship signage.

H1c: Viewer attention for blue sponsorship signage is higher than for white sponsorship signage.

H1d: Viewer attention for yellow sponsorship signage is higher than for white sponsorship signage.

H2: The higher the luminance of sponsorship signage, the higher the viewer attention.

H3: The higher the saturation of sponsorship signage, the higher the viewer attention.

H4: The higher the contrast between the color of sponsorship signage and the surrounding color, the higher the viewer attention. Model of color effects on attention ("luminance," "saturation," and "color contrast") that vertically showed the variables, b, Beta, T, and sig. (p), and horizontally, the variables and their results. They used the stepwise method. Then, with these results were compared the Hypothesis 1 (rejected), 2(supported), 3 (rejected), and 4(supported).

H5a: Viewer attention for blinking sponsorship signage is higher than for static sponsorship signage.

H5b: Viewer attention for running sponsorship signage is higher than for static sponsorship signage.

H5c: Viewer attention for twisting sponsorship signage is higher than for static sponsorship signage.

H5d: Viewer attention for spotlight animated sponsorship signage is higher than for static sponsorship signage.

Model of animation effects on attention

They show the same order as variables, b, Beta, T, and sig. (p). to present the comparison with hypothesis 5, where H5a and H5b were supported, and H5c and H5d were not supported

H6: Animated sponsorship signage arouses a higher level of sport viewer confusion than static sponsorship signage. Model of viewer confusion. To investigate the effects of the animated sponsor signage. The animation creates more confusion than only color sponsor signage.

Relationship Why?

Yes, the results are in direct correlation with the part because in the theoretical framework, talk about the characteristics of each of the topics that would be investigated to create the research hypothesis. Then, in the results compare the suggestion with the data to know if the beliefs before the research were correct at all or no. If the theoretical explanations were not in a conceptual framework, it would be difficult for the reader to understand the topic and the research results quickly.

How else might the results section have been organized? The way to order the results was right for me. They were showed in the correct position when they showed the results orderly.

Statement of the problem order/Results order

The importance of the knowledge about the viewers' attention through colors, animations, etc. in this case to capture the viewers to consume determined product or service. To know and take the best decisions to use this type of marketing on TV thanks to the characteristics of each one. Model of color effects on attention.

Model of animation effects on attention.

Model of viewer confusion.

Relationship Why?

Yes, the knowledge that this research shows is in a relationship with the original problem. The results help to find the best option to create good marketing on TV. They did not lose their way. Always it was coherent and easy to notice the results.

## **Caracterización**

### **Assignment 5.**

The video remembered me how social differences arose in the world lamentably, causing suffering, destruction, pain, terror, fear, etc. the insignificant amount of people in all social history.

Humanity and society history always have had social distinctions between their members until now. My philosophy is that the fight to have power has been a fundamental problem in the population. These distinctions are money, gender, color, skin, ideologies, etc. As we know in all history countries, states, cities, etc. regularly have suffered slavery. In Mexico, for example, between 1519-1521, when it was conquered and dominated by Spain, the Spanish people subdued several villages, creating slavery. The slaves were the native people from different ethnicities such as Aztecs, Chichimecas, Teotihuacan, etc. and the ruling class was people from Spain until 1810 when the independence of Mexico arose. But, this fact has generated racial

differences between its populations. Then, if we review all civilizations, including the United States, we can find that white people have enslaved dark people.

Over time, it has changed thank for black people principally that have had the force to demand this racial situation because they are aggressively affected by politics, police, society, etc. for this type of social discrimination. And through sport this fight has been a significant impact in favor to them because Afro Americans not only have developed their athletic skills but also for their protests in important sport events that millions of people can watch it creating more reflection about it. It undoubtedly creates an influence on all black and all society to change our thought.

My philosophy of this topic is that Afro Americans are winning a significant position in all social areas. The hard work in sport, for example, has created another perspective and it has impacted strongly. Many historic athletes in all competitions have been Afro Americas such as Jesse Owens, Carl Lewis, Mohammad Ali, Michael Jordan. And actually, my perspective toward them is respect and admiration for the things that can do in sports principally. I consider that the current result of Afro Americans debate that has had is thankful for all historic sacrifice and the hard battle that live day by day in the society.

This problem still is present in the society because exist a group of people that continue thinking that are superiors than others for physical differences.

Massive communication media and other areas lamentably influence negatively in maintaining this great trouble, for example, the movies, commercials, magazines, models, commonly choose as models or protagonists whit characteristics as clear skin with bright eyes and consequently, it creates a though about physical characteristics to influence in accepting this stereotype increasing the racial distinctions.

It could change quickly, but I feel that some people do not permit an actual change for different reasons. Marxism paradigm analyzes it because it includes political, and social power between their groups to fulfill different purposes and interests indisputably.

### **Assignment 9.**

1) The principal difference that I have noticed is that qualitative research uses the interpretative method. And thank for this difference are created other sub differences because of the nature of the explanatory process. All variations are showed in each step that each type of method used.

One of them that I can perceive is that it depends on the interpretation or inference that the researcher (s) has/have with the phenomenon that is searching for. For example, the methods to collect determined data are made through interviews, observation, documents, and visual materials. Where the information is written according to the meaning that the researcher has at that moment. For this reason, the importance of the experience that the researcher has and the knowledge that he or she has about the phenomenon, setting, and participants.

Other difference is when interviews are used; they are created to have a conversation through open-ended questions where the researcher is writing or recording to extract the information naturally. For that, the items are less structured than quantitative research. Participants do not have to write o response in a questionnaire as quantitative research that the questions are made to guide the answers established before the application to be able to measure each item. In the interview is important and there is the opportunity to have a connection and confidence with the participants to know in depth of them about the principal objectives of the research. While quantitative is common to explain the purpose of the study, but participants have the chance to answer determined items developed by the author.

The analysis in qualitative research can be during and after data collection to order the information and categorize them because there is a lot of information that has to be reduced while in quantitative commonly the analysis is after collection of data. The researchers have to revive the moment when the information was recollected. And the conclusions could be reviewed and modified in the final of the research because participants can check them to ensure that the information is showing the meaning that they wanted to manifest. It is a decision that researchers can decide in qualitative



research. And in quantitative analysis, the data is processed without a review of the participants to be modified.

2) Provide an example of a Qualitative research study you would be interested in conducting, accurately describing your methods of collecting data.

2) I would enjoy in conducting qualitative research about “Tournament Operations Importance in a Soccer Tournament in Arkansas Revolution FC” where I would like to know the procedures to organize this event and the importance of each member of the operational staff to offer a quality tournament.

First, I would create interviews to ask the operational staff in three different moments of the process: pre-event, event, and post-event activities. The questions will be the guide because I would prefer video recording to lose the minimal details of the process. I would lose a lot of more information if I were taking notes at that moment because the operation is a process where there is continues changes. The camera would be in a strategic position in my T-shirt or glasses to do not cause discomfort during the research to record both the interviews and operations of each day in a micro camera to analyze the data since. I have started the investigation until the final day in the last part of the event (post-event) to order and categorize the information every day to do not lose continuity or details in the database selected or created. But before I would have to ask permission and explain the purpose of the research to know if it could be possible.

Secondly, I would try to gain the confidence of the operational staff and work with them in this process. It could be a strategy to generate a relationship with the team and create a comfortable sphere.

Then, I could start with basic questions to ask some members of the team about the plan and details around every three different moments. In the pre-event, I would want to know if the members see the goal of the event and the importance that they have to fulfill the purpose, then, about planning aspects that they have considered as marketing, promotion, sponsors, teams, facilities, security, etc. During the event, I could create notes about the process as schedule, responsibilities, and contingency plan. And finally, I want to know the post sport tournament characteristics that make the operational staff.

Finally, join and reduce the data that I have. Continue sorting and categorizing the data and comments that I have done about each experience to create the best possible interpretation and produce and narrate the process and results from the event since it began until it finished to can develop a theory. Besides, when I have finished, I would like to go back with some members of the operational team to show the product and receive their comments to know if they agree with it to can create the final report. But if they think that other things happened or the responses that they gave me had a different meaning, I would change those things to have a better product and write the last report.

### **Propósito**

The purpose of this Literature Review is to study the basis of the sexual harassment problem. With this information, it is possible to create awareness about this issue that is present in society. As a result, it can reduce and avoid cases of discrimination of a sexual nature. It is necessary to start by understanding what it is. How many types of sexual harassment exist? What adverse effects does this problem unchain (not just in the work environment, but also physical and psychological impact on affected individuals and bystanders)? What is the prevalence of this matter in job or educational scenarios? And how some theories related to power, masculinity, and hierarchy influenced the s to development of the literature on this issue over time. All of this information helps to know that it is a dangerous issue that has to be considered and led as an essential topic, principally for institutional managers because the negative consequences of this matter affect primarily the victims, and consequently, the entire corporation process and structure, and therefore the general society.

## Estrategias y Actividades

### Assignment 3

Template for Analyzing Individual Studies

General Topic of your article: Sexual Harassment, classification, coaches.

Reference (APA): Fastin, K., & Brackenridge, C. (2009). Coaches, sexual harassment and education. *Sport, Education and Society*, 14, 21-35

What is the Purpose or Goal of the study? (Statement of the problem and maybe hypotheses)

Purpose 1      Address these questions: How do their victims, that is, the athletes themselves, characterize harassing coaches? Do they demonstrate specific kind of behaviors?

Purpose 1      To examine and assess the usefulness of general classifications of perpetrators of sexual harassment and to examine whether qualitative data from sexually harassed elite female athletes support various conceptual frameworks for sexual harassment.

Hypothesis    A transformation of the coaching culture, an associated re-scripting of coach behavior, might be easier if more female coaches were involved in sport. (Feminization/masculinity).

Introduction/Literature Review (What are the main points discussed? Which researchers have done the most work in this area?)

Main points

Prevalence.

Perceptions and responses.

Characteristics of the harassing coach

Traditional theories of coaching (strength character, power, control, confidence,

superiority, exploitation) risk factor.

Very nice people (social skills, high visibility, popularity, high level of sexual confidence and assertiveness).

Unwanted sexual attention.

The problem of classification.

There is no foolproof “profile”.

Behavior.

Leadership education (prevention).

Personal and situational factors.

Status.

Sexually motivated.

Exploitation (sex and power).

Sexual attraction.

Social and cultural norms.

Hostility.

Misogyny.

Homo anathema.

#### 1. Characteristics of the Participants

19 elite level Norwegian female athletes

The age ranged from 15-33 years with a mean of 23 years (12 different sports, best in their games in Norway, international competitions, 16-20 hours per week, 11 Olympic Games, World events, 5 had earned medals)

2. Instruments and Tests used? (Including reliability and validity information if provided/Procedures/Treatments applied)

The participants were posted a letter from the chair of the project. The message was the date of the interviews after the participants received a telephone call with details about the meet.

The Norwegian Olympic Committee, the Norwegian Data Supervising Bureau, and the Regional Committee for Medical Research Ethics in Oslo provided the permission.

Ask for Permission to each athlete to record the interview (all agreed).

Signed consent form.

Used pseudonyms.

The athletes were encouraged to talk about setting(s) in which the experience(s) had occurred, what kind of incident they had experienced, the characteristics of the perpetrator, and how they had reacted both in the situation and afterward. Analyzed using the WinMax computer software program for text analysis.

After transporting the text into WinMax, it was coded at three levels.

Level One indicated the type of harasser (e.g., sports manager, coach, sports peer): for each category of the harasser.

The second level of codes followed the themes used in the interview guidelines, in addition to which some themes (free systems) also emerged from the interviews. 'Relationship'.

Level Three codes, which were subheadings under Level Two, were: 'characteristics of the coach' and 'relationship between the coach and the informant'.

5.Design and Statistical Analyses.

After the coding procedure was finished, the data were analyzed according to the principle of 'meaning interpretations'

6.Findings/Results.

The 19 female athletes reported 59 incidents of experiences of sexual harassment from their coaches.

Some of these experiences were 13-15 years of age.

Subjected to ‘unwanted physical contact’ and to ‘repeated unwanted sexually suggestive glances, jokes, comments’, particularly verbal sexist comments about their bodies or part of their bodies and to ‘ridicule’.

Example of unwanted physical (patting us on the bottoms).

Case of unsolicited comments (regularly commented on our bodies, not clothing or private life but the appearance of the body).

Characteristics of the coach (The Flirting-Charming Coach (flirting, joking, trying to touch and so on), The Seductive Coach (hit on everyone), and The Authoritarian Coach (characterized by having psychological/psychic problems and often had a degrading, almost negative view of women in general), and (one pedophile fond of the smallest and youngest girls).

The main finding was that the coaches in the three groups all used a range of different but overlapping harassing behaviors.

Flirting-Charming Coaches had more often than the rest experienced repeated ‘unwanted sexual hints’ (looks, jokes, comments) about their body, dress, private life and so on.

Authoritarian Coach (humiliating treatment or ridicule which had undermined their self-respect and even their sport performance).

## 7. Conclusions.

Harassing coaches select from a repertoire that may include several different sexual harassment scripts and that they vary these according to situational conditions

Found some similarities between the new coach harasser types and these frameworks, there was enough overlap and inconsistency of fit to cause us to reconsider the usefulness of such classifications.

Is so closely linked to hegemonic masculinity, and what is often described as traditional male values.

Hypothesize that a transformation of the coaching culture, and associated describing of coach behavior, might be more comfortable if more female coaches were involved in sport.

8. Questions rose for further study.

Actually, all of this depend of the angle that each person act day by day with the society, for that I would review specifically the laws that divide and qualify a normal behavior and sexual harassment behavior, for example in the United States there is Title IX that protect all personal that is in an Educational Institution that is receiving Federal Funds. This is my next step because I want to understand exactly at what moment the Sexual Harassment appear.

I guess that it is a significant problem, and I have been able to see that in this kind of articles, the questions are focused on the target. This chapter taught me that the effects are significant, but we have to know the causes, and this leads me to think in the other point of view such as the “harasser opinions.” I will search about it, or I could do in the future research around why the harassers are motivated to have these types of behaviors. And with this, I guess that if we join the feelings, thoughts, wants, etc. of both harasser and target, we can find out more about it and detect alternatives to decrease this problem.

And obviously, I will continue to search for more problems that generate this phenomenon, the places, moments, situations that are common to this is presented, as well as, the individuals that attempt versus athletes (coaches, coordinators, polices, partner, etc.), and the affectation that it has in the athletes (heterosexuals, homosexuals, bisexuals, etc.).

Areas:

Laws.

Psychology.

Sport and Culture.

Plagiarism.



First, I want to mention that each thing that has value commonly has author rights to protect it, because the person that has created it surely has spent time, money, ideas, etc. for that it is crucial to defend it. In all industry areas, there is copyright to conserve the originality of their products. The piracy is banned, and it is a crime if someone is found doing this class of operations. The copying (pirateria in Spanish) is a significant problem because the prices are too different between original and copy product, and many people prefer to pay for cheaper goods. They are not conscious when they buy cheating products. They are affecting the author, for example, in revenues for their product. And it could to disappear the production of those author commodities.

For example, if I have worked to produce some theory or idea, and it has had a large procedure to create conclusions and important information that can help to something, I would feel too sad and angry if someone that has copied my ideas is taking credit for that. In another hand, if somebody is working in their own jobs or investigations, and they are taking information that I have created, but they generate references to give me credit for my investigation I would be happy to help them to understand some problem and for me, it would not be a bad situation.

Actually, it is possible to do not create plagiarism although the meaning of the idea is the same. There is a technique known as paraphrasing, where you can repeat the author's ideas but in your own words because it means that the person comprehends the main idea, plus the correct citation.

With the past explanations to me is easier to understand plagiarism. It is a sort of piracy because it is an idea and information theft. If a researcher takes concepts, plans, ideas, thoughts, etc. from another author, he or she has the responsibility to create the correct reference to do not confuse that the idea is from another person. Because if a person does not do it, it seems that the ideas that he or she writes are their own, and it would be a lie. Consequently, whether this is detected for the authorities such as Universities, Journals, Institutions, etc. definitely the responsible will be punished under the rules and policies established for these Institutions.

As a result, it is important to know the references regulations to avoid this problem in the research life, for instance, American Psychological Association (APA),

Modern Language Association (MLA), and other tools to cite the ideas from other persons correctly.

I am sure that the research policies are created to protect us from the piracy and prevent conflicts of identity and originality. I think the knowledge is a type of possession as any other tangible product that can be used and due to be protected of the piracy.

#### **Assignment 4**

The video remembered me how social differences arose in the world lamentably, causing suffering, destruction, pain, terror, fear, etc. in an enormous amount of people in all social history.

Humanity and society history always have had social distinctions between their members until now. My philosophy is that the fight to have power has been the main problem in the population. These distinctions are money, gender, color, skin, ideologies, etc. As we know in all history countries, states, cities, etc. regularly have suffered slavery. In Mexico, for example, between 1519-1521, when it was conquered and dominated by Spain, the Spanish people subdued several villages, creating slavery. The slaves were the native people from different ethnicities such as Aztecs, Chichimecas, Teotihuacan, etc. and the ruling class was people from Spain until 1810 when the independence of Mexico arose. But, this fact has generated racial differences between its populations. Then, if we review all civilizations, including the United States, we can find that white people have enslaved dark people.

Over time, it has changed thank for black people principally that have had the force to demand this racial situation because they are aggressively affected by politics, police, society, etc. for this type of social discrimination. And through sport this fight has been a significant impact in favor to them because Afro Americans not only have developed their athletic skills but also for their protests in important sport events that millions of people can watch it creating more reflection about it. It undoubtedly creates an influence on all black and all society to change our thought.

My philosophy of this topic is that Afro Americans are winning a significant position in all social areas. Their hard work in sport, for example, have created another perspective and it has impacted strongly. Many historic athletes in all games have been

Afro Americas such as Jesse Owens, Carl Lewis, Mohammad Ali, Michael Jordan. And actually, my perspective toward them is respect and admiration for the things that can do in sports principally. I consider that the current results of Afro Americans debate that has had is thankful for all historic sacrifice and the hard battle that live day by day in the society.

This problem still is present in the society because exist a group of people that continue thinking that are superiors than others for physical differences. Massive communication media and other areas lamentably influence negatively in maintaining this great trouble, for example, the movies, commercials, magazines, models, commonly choose as models or protagonists whit characteristics as clear skin with bright eyes and consequently, it creates a though about physical characteristics to influence in accepting this stereotype increasing the racial distinctions.

It could change quickly, but I feel that some people do not permit a real change for different reasons. Marxism paradigm analyzes it because it includes political, and social power between their groups to fulfill different purposes and interests indisputably.

## Producto

### Outline 1

Buerkes, M., Ibáñez-Gijón, J., Morice, A. H. P., Rao, G., Mascret, N., Laurin, J., & Montagne, G. (2017). Interdisciplinary research: a promising approach to investigate elite performance in sport. *Quest*, 69(1), 65-79

Abstract.

The importance of different scientific disciplines in the sport performance

The focus of the article

The three sections of the article

Introduction.

Sport skills need extreme complexity (many components).

Concepts talked in the present research (dynamical approach and ecological approach).

Dimensional reduction

Terms of complex and complexity

Mono-disciplinary research

Goal and scope of the article

Sections of the article

Capturing elite performance: A complicated task.

Factors that influence in a sport discipline

Multidimensional basis

Interdisciplinary research in sports: more than a methodology

Several dimensions and components

Two or more distinct academic disciplines

Requirements of sport research formats

The theoretical and practical perspective

Obstacles to implementing interdisciplinary projects

Prerequisites of all research

Troubles to lead multidisciplinary research

    Limitation of the required number of scientific disciplines

Ecological-dynamical approach

    Body and environment

        Perception reaction

        Dimensional reduction

            Synergy

Two essential aspects

    Task level and execution level

    Methodological integration of both scales

    From theoretical considerations to practical application

The research outline

The research perspective

    Mon disciplinary

    Multidisciplinary

    Interdisciplinary

    Trans disciplinary

The theoretical framework

    An ecological- dynamical approach

    Associated with scientific disciplines

The level of analyses

How high-level skills are produced and controlled

Level of task description (ecological)

The methodology

UCM and the PCA

Conclusion

Elite performance-ecological dynamical approach

Task level is crucial

**Annotation.**

Elite performance in athletes is a big deal that has been so important to improve all spheres that surround the sports in the society such as the sport, entertainment, business, education, etc. For these reasons, many people have tried to become more efficient the training methods to increase the potential that athletes have, for example, coaches, methodologies, athletes, investigators, medics, psychologies, physiologies, politics, etc. For this reason, the research in this area has been becoming over time in each stage of society and have been created a lot of methodologies to can fulfill this goal. All of these methodologies have depended so far for the evolution in all sciences that affect sports of each Common Era. And now, the current perspective to increase the performance in athletes is hugely complex because it is a phenomenon that needs of different science areas to can have excellent outcomes in return on some person for example areas as, anatomy, psychology, sociology, biomechanics, physiology, etc. The idea is to consider how each science works together as a one to can add some knowledge in any sports momentum, not just find a science separately to complete the performance expected. If we continue considering sciences in sports executions separately, hardly we cannot get better results.

It is essential for the research that the outcomes of the investigations have to be applied in a practical manner to can provide valuable knowledge, not just methodologically. One of the critical things to consider and develop the performance is the ecological approach that has focused on two moments, perception and action. Where the participants have to think in how the activity task is being understood (task level;

ecological scale), and consequently how this moment create the reaction or action to solve the activity problem (execution level (organic size)) to define the performance level. As we can see, the dynamic ecological approach is fundamental to know the sciences that have to be included (interdisciplinary) in each action explanation to solve and improve the performance movements in a defined task.

In my experience as an athlete in different stages of my life, I agree with the article. Since I started track and field, when I was 16 years old, my possibilities were changed over time. Each one of my coaches has had until the past season (2018-2019) diverse ways to apply their knowledge with their athletes, but all of them coincided in one thing. They had to consider the training as a whole, where were included several sciences and components to create the best possible performance. They worked on me with too many limitations. Nine years of my ten that I participated as a national e international athlete, I had the support just of my family and coaches. Lamentably, in my experience, I was not supported by an institution to can join all sciences that affect the performance positively until my last season that I was supported by a University that provided me things that I had never had in my active life. I had psychological, physiological, nutritional, therapy, support that contributed to gain one of the best performances in my way an athlete.

A regret of my lacks in the significant part of this travel, my coaches, family, my effort, and of course my God, I could achieve excellent performance and consequently great national and international results. Why did I provide this short summarize? Because I wanted to explain that my life is related directly to the article. The performance is achieved when there are various sciences joined together when each one adds something to complete the performance puzzle. My best outcomes were when my coaches worked not just physically, but also when they said their possibilities to help me psychologically, nutritionally, and when the recuperation was influenced therapeutically. All these more economical influences are necessary to have a fabulous performance.

It was the reason that I want to be a great Sport Manager. I do not wish to athletes like me to have the possibilities that I did not have and that I would have loved

to can have the opportunities to achieve my dreams, because not just with talent insufficient, more things have to be considered to can conquer the high levels. And in the way, I could join the most important sciences that influence the performance and provide them to the athletes that deserve those supports. That is one of the goals of my life a professional in this area.

## **Outline 2**

Pickett, A. C., & Cunningham, G. B. (2016). Physical activity for everybody: a model for managing weight stigma and creating inclusive body spaces. *Quest*, 69(1), 19-36

Abstract

Modern cultural idealization

Climate

Necessities in a new model for physical activity spaces

Relationships that surround the body perception

Body inclusive spaces

Introduction

Obsession of body in modern western culture

Message media about the organization

Psychological troubles to who that is not like the message body say

Body weight assumptions

Epidemiological research suggestions

The small protective effect in being overweight

Development of social norms and values about the body

Avoiding physical activity

PA spaces

Health at Every Size



Article explanations and argues

The problem: weight stigma and PA

Stigma definition

Fat individuals social status

A barrage of messages to obese people

Beginning of the stigma

Activity participation of fat people

A model for confronting weight stigma through inclusive body communities

Body weight inclusive PA spaces model

Creating inclusive body spaces

General diversity management in sport

Body size inclusive spaces

Cultural commitment inclusion

A cultural commitment to diversity definition

Affective commitment

Continuance commitment

Normative commitment

Leadership commitment to inclusion

Delivering message and models of inclusion

Physical spaces

Breaking down barriers to participation

Similar logic than disability inclusion

Materials visible in the exercise area

Type of hired personnel

## Inclusive language

Important component

A divisive or inclusive environment

Overweight, obese

## Sense of community

Explanation of the sense of community

Cultural beliefs

## Participant autonomy

Self Determination Theory

Motivation

## Multiple marginalized identities

Models suggest

Relationship between inclusive PA spaces and Commitment to PA

To be stronger for people with multiple marginalized identities

## Physical benefits of PA participation

Health benefits

## Psychological benefits of PA participation

Mental health

Behavioral commitment

## Conclusions and directions for empirical research

Seek to create a model

Fat individuals judgment

Holistic health

Primary focus

Language

Division and exclusion

Active and inclusive sense of community

Strategies

Improving health makers

Improving organizational buy-in and adherence

**Annotation.**

The climate generated in physical activities has been developed over time in all cultures with a thought of a cultural body. The modern culture idealization has created a significant difference between fat to thin body. One of the bases of this matter is the media, TV, commercials, etc. that show a slim body as the correct and healthy body developing a social perception of what is terrible and good physic. It has been a trouble to fat people because they have been discriminated, mocked, insulted because of their physical appearance. As a consequence, it is hard to them to can practice or participates in physical activities (PA) because the cultural perception toward the body creates in fat people several psychological and healthy troubles, for example, anxiety, depression, low self-esteem, eating disorder, and so on. As a result, sport managers have been obligated to take this matter seriously. One of the strategies to cop it is to create inclusive body spaces where the label of fat people is deleted. The inclusion is the essential part of this type of model. This stigma has to be eradicated over time little to can give the opportunity to fat people to introduce them in the PA such as happened with people with disabilities where the facilities and equipment were adapted to can use them for that population. The fat community has to be included and give them confidence because they are persons as all that participate in those activities, and they have the right to enjoy the physical activities that would help them in different ways, for example, better health, positive psychological outcomes, social development, etc.

Some strategies to provide this service to them are use fat people in the facilities, allow them to break the stigma that just fitness people can work in PA spaces, do not use a language that generates differences between sizes or weights as obese,

overweight, etc. It creates divisions between the populations, does not use a lot of mirrors in the gymnasiums to do not emphasize the fail concept of fitness body. I agree with the main idea of this literature review about fat people because I am conscious that the majority of us have the wrong impression that obese people are no normal, but this is not true. They are people like all in the world, and society over time has created a bad conception about them, and it is affecting negatively to them. Being healthy and psychological consequences too bad. This article gave me another new perspective about PA to promote the most important goal of it, which is delivering happiness and wellness to all people that enjoy the physical activity. I want to consider it wherever that I will work because in all spaces this problem is. All facilities have to be thought to all different type of persons like arenas, stadiums, gymnasiums, schools, pools, and all the sports facilities that we can imagine. We, as managers will have the responsibility to deliver the best quality service to the clients to provide a great experience in sports or physical activities to can have a better society.

Since the population is young, watching a TV show, cartoons, almost always the funny characters are fat people.

### **Outline 3**

Juhani, M. R. H., McLoughlin, G., Fredrick III, R., & Novak, D. (2017). Integration and physical education: A review of research. *Quest*, 69(1), 37-49.

#### Abstract

Relationship between achievement academic and physical activity

It is still unclear

Examined data bases

2004-2013

School-aged youth

Literature review

23 studies

Inclusion criteria

Appropriate desired outcomes

Introduction

Beneficial effects of physical activity and academic achievement

Insufficient in United States

Common core state standards (CCSS)

Initiative in US.

Ecological systems theory

Interaction with environment

Literature review aims

Integration of PE into the classroom

Knowledge about integration

Educational Reform (2001)

Core academic subjects (Math and English Language Arts)

Investigation

Integration of core subjects in PE settings

Identifying research

Three databases

Web of Science

Educational Resources Information Center (ERIC)

Sport Discus

Phrases

PE or PA and integration or interdisciplinary

Definition of integration

Inclusion criteria studies

Written in English

Empirical research

Studies range from 2004-2014

Published in peer reviewed sources

Physical Education (PE) and integration research trends

16 peer-reviewed journals

Elementary school students were the target population of 19 articles

2 pre-school

1 middle school and high school

21 teachers to implement the integration

19 quantitative methods

2 qualitative

2 mixed methods

18 were experimental

4 observational

1 was descriptive

4 used interviews

2 questionnaires

PA should be integrated more at the secondary level

Core content integrated into PE

PE teacher were found in three situations

Developing language skills, understanding math, and movement as a source to solve problems

Beneficial to both PE and classroom teacher

PA integration in the classroom

### Short activity break

Increasing the number of steps per day in the classroom

More energy and vigorous activity during the day

Health outcomes

Positive physiological impact on children

Academic achievement

### Attitudes toward PA integration

Motivation

Achievement

Personal goals

Effort during classes

### Discussion

Main purpose

Assessing the degree of influence that PE and PA have in the student successful.

### Ecological Systems Theory

Home, school, work, community, society

Meso-system

School

### Empirical deduced benefits of PA

Motivation

Enjoyment

Confidence

Physical fitness

Cardiovascular health

### BMI reduction

It must to be treated with caution

### Implications

Continue to conduct this type of research

More research in the area of integration

### Conclusion

Empirical research needs to thoroughly investigate

To can integrate it as a guide teachers to enhance the curricula

Increasing the perceived value of PE to admins and policy makers

### **Annotation.**

This literature review shows the indicators that the authors established to their research, and they considered specific databases, specific language, particular dates, peer reviews, educational levels, etc. to can have an order to provide the information about this topic.

This article has a lot of importance to all Physical Education professionals because still exist some doubts about if physical education or activity is necessary for an educational program. Until now, it is unclear as the article and my experience say. But I like the theory that they used to justify the importance of the relationship that the people need to have with their environment to can understand and to learn about the life, and this theory was “Ecological Systems Theory”. The same trouble is happening not just in the United States, but also in Mexico, and if we create a world examination about this problematic, we could find that all global Physical Education is in problems about if it is necessary to be in the academic programs. It helps in the intellectual capacity of the population to have better grades in their basic courses like mathematics, language skills (Spanish, English, etc.), sciences, etc. they are some questions that teachers create about if PE is essential. It even has had repercussions in crucial decisions as delete the PE class in some countries. For that, it is necessary to have more information that justifies the work that PE has in the development of the individuals.



As the article mentioned, PE or PA are activities where it is possible to integrate or relate with other areas. This is a great advantage that it has. It is flexible and adaptable to immerse a specific topic in combination with physical activity. And not just this, PA and PE help to have a better healthy life. All organs body needs of the movement to can be active and doing the correct functions that everyone has to do. I always say this “without movement. There is not life” summarizing that thank for the movement we learn about the life, with the change our species could keep in evolution, with the progress we could do all that we are now. Significant is the tendency to our life that it could be an essential thing that the species would have to learn, and PE and PA promote this matter.

#### **Outline 4**

Burton, L. J., Peachey, J. W., & Wells, J. E. (2017). The role of servant leadership in developing an ethical climate in sport organizations. *Journal of Sport Management, 31*, 229-240

Abstract

Importance of evaluation of leadership on sport

To reduce ethical improprieties climate

Frequency

Severity

Purpose of the study

To explore

Influence of servant leadership (SL) on perceptions

Of an ethical climate

In intercollegiate athletic departments

Examining

How trust and justice influence the relationships

Between

## SL and perceptions of an ethical climate

## Findings

## SL directly related

Trust in leadership

Perceptions of an ethical climate (EC)

Justice

Influenced the relationship between

SL and EC

Introduction

Sport ethical improprieties in recent years

U.S. intercollegiate sport examples

Child sexual abuse

Academic scandals

Pro Sports

Football Concussions

Brain injuries

International

Bribery

Doping

More normal

Unethical than ethical administrative sport climate

Attention to the need for evaluation

Of leadership

Considered critical to fostering

Ethical climate

Focused on the interaction between

Leader and follower

Different types of leadership

Servant Leadership

Emphasized on

Needs of followers

Followers' care and development

Interests, needs, and aspirations of others before their own

Altruistic-based form of leadership

Without a primary focus on

Organizational outcomes

They are still important

If follower satisfy her needs

Organizational outcomes arise too.

Ethics

The core of SL

Integrity and trustworthiness

Theoretical framework and hypotheses

Servant leadership

Increased number of sport management scholars

Have found too important this topic

Leaders can shape

Norms and values

To guide moral or immoral behaviors

That they lead

Re-merged

15 years ago

That follows

Ethical and moral basis

Five constructs

Altruistic calling

Lives of their followers

Emotional healing

Support followers suffering

Wisdom

Aware and anticipate consequences

Persuasive mapping

Shared and compelling reasons for action

Organizational stewardship

Positive contributions to society

Van Dierendonck and colleagues

Six areas

Empowerment

The attitude of confidence in followers' value

Stewardship

Teamwork, social responsibility, and loyalty

Authenticity

Expressing oneself in public and private

Honesty

Providing direction

Directions based on followers

Abilities

Needs

Interests

Input

Humility

Not taking sole credit

Interpersonal acceptance

Followers feel safe in the environment

Compassion

Empathy

Forgiveness

Only organizational outcomes

Generates

Individual interests

Creating unethical environment

Ethical climate

Organizational climate

Capturing employees perceptions of

Ethical policies

Practices

Procedures of the organization

Organizational outcomes

Organizational commitment

Voluntary turnover intentions

Job satisfaction

Ethical leaders are characterized as

Honest

Caring

Fair and balanced decisions

Two dimensions

Moral person

Moral management

The acting right has to be

Valued

Encouraged

Expected

SL

Improves employee performance

Hypotheses

1.- SL behaviors by the Athletic Director will be positively related to followers' perceptions of an ethical climate in intercollegiate athletic departments

Trust in leaders

Relationship between

SL and organizational outcomes

Servant leadership and organizational justice

## Decision-making process

How it impacts on ethical climate

Fairness of the procedures used by leaders to determine outcome distributions

Four factors

Fairness of the distribution of resources

Procedures used to distribute funds

Interpersonal justice

Informational justice

H3a

Justice affects perceptions of positively

Four factors

H3b

It affects the ethical climate positively

Method

285 Athletic departments

From 151 NCAA DIAD

168 participants completed the survey

67 men participated

65 associate athletic director

30 assistant athletic directors

17 assistant directors

32 staff

Three graduate assistants

Two more without a position listed

## Measures

Scales Likert type

5 points

30 items of SL scale

21 items of SL

13 pieces of ethical climate

7 issues of trust

16 justice items

Seven elements of procedure justice

Four interpersonal justice items

Five informational justice items

## Procedures

Contacted via email

Online survey

## Data analysis

SPSS 22.0

Mplus 7.31

## Results

### Supported Hypotheses

H1

H2b

H3a

H3b

## Discussion



How leaders can support an ethical climate in sport organizations

SL has a direct influence on fostering trust for employees

S leaders help support perceptions of an ethical climate

S leaders support EC through the justice procedures

How leadership can affect organizational outcomes

A positive relationship between servant leadership and interactional justice and procedural justice

Theoretical and practical implications

Importance to consider it to sport management programs

Limitations and future research directions

It did not examine actual ethical conducts

Focused on NCAA departments D I

Possibility of the same bias

Future research

Qualitative to understand why and how

Relationships between SL, trust, etc.

### **Annotation.**

Always sport has had a tremendous impact over society since it was created, and ethical issues arise in it too. This is the necessity of why it is crucial to develop an ethical environment in it. And to can know how sport is working ethically, it is essential to apply evaluations about how often and level of the unethical actions happen on sport industry, sport organizations, sport leagues, etc. as college, professional, and international level. And the leadership that seeks for an ethical climate is the servant leadership (SL). The purpose of the present article was to investigate how SL is related to moral atmosphere conceptions in college administration, exploring the impact of trust and justice among SL and ethical atmosphere.

It is important as sport managers that sport industry is full of unethical actions during its development, we have many examples of it on all levels, not just since college levels. But also, since the nature of the organization is sport because sport is an essential indicator in society that many administrators, institutions, parents, participants, etc. create as a result of the competitiveness that it generates naturally. Logically, ethical troubles are growing to be more evident as the level of importance, incomes, benefits, etc. are increasing as well, as a professional sport, college sport, international sport when the troubles are doping, cheating, fixing results, bribery, corruption, etc. Consequently, all of this affects the development and credibility negatively in and out sport organizations. When it happens, the members of the concerned organization because ethical troubles could achieve in adverse consequences to the organization outcomes as a consequence of the personal affections on every member affected about it. Therefore, the necessity of evaluation and fixing of these troubles is vital to create a pleasant climate that will impact the development of the sport positively, and one of the proposals could be the servant leadership development.

It falls in the interaction among leaders and followers. The perspective of it is that the accentuation is on needs, interests, of the followers or organizational members. The purpose of this idea is to do not concentrate on organizational outcomes because it generates in its nature different feelings as personal interests, egoism, etc. that resulting on wrong decisions although the institutional issues are still important because it is necessary to the success of the organization. Ethics is a nucleus of SL procedures.

The increased number of sport management programs around the world, it has developed the crucial consideration of this matter in the curricula where the standards and worth actions become on a core of the individual and group success. Leaders have to have the capacity to lead a group of persons with values to achieve their personal goals, and consequently, the organizational outcomes. It is vital to consider five constructs developed by Barbuto and Wheeler (as cited in Burton, Peachey and Wells, 2017).

-Emotional healing (support them when it is necessary because all people have different types of troubles in their lives, and leader have to have the capacity to help them to overcome those situations)

-Wisdom (Knowing how to respond and cope toward hard conditions that could live during their making decision process concerning to their followers)

-Persuasive mapping (acting reasonably toward followers actions)

-Organizational stewardship (To provide positive social offerings that benefit the member of it)

There are six areas that leaders have to apply during their operations to can offer a good servant leadership focus established by van Dierendonck and colleagues (as cited in Burton et. al., 2017). Empowerment (supporting the knowledge of the follower about their tasks). The acceptance and recognition of their abilities to solve the situations of the organization), stewardship (motivate other to be better and better every time in a general interest that all members have, promoting teamwork, social responsibility, and loyalty). Authenticity (it means that actions have to be coherent not just in the work life, but also in the personal life because it is not correct to change oneself depend on the situation, they have to be natural in their behavior where he or she is). Providing direction (friendly deliver responsibilities that could have solved in different ways depending on the member style, abilities, needs, etc. Expecting that the task is resolved in the best possible manner), humility (we can notice that many people forget that nobody can do things alone, always we need of all. We have to accept and inform that the problems have been solved by the team, not in an individual way because it affects directly the feelings of the participants that helped to determined process), and interpersonal acceptance (it is necessary to consider that we are persons, not machines. Persons feel, and have mistakes, we are not perfects, then, leaders have to have empathy, compassion, etc. toward their followers, and helping them to be better without claims or authority).

It is important to consider that if the climate of an organization is positive, with respect, trust, and justice, the members will perform in a better manner than if the negative situations are present in the climate of the organization. We have to be aware that when existing harmony in the environment; the final results will be great, in this case in sport organizations. Servant leadership is one of the considerations that we have

to take as managers if we want to have more probability of success in our society, organization, and member's outcomes.

## Conclusiones

Indeed, sexual harassment needs to be treated as a big serious topic. As it was reviewed during the present literature review, all consequences of this matter affect not just the victims that are suffering this issue, but also it affects the results negatively in the organizational development of any institution or social group. According to the delimitations that were established to create this work, there is an extensive amount of information about what is sexual harassment, the categories of this issue, psychological consequences, and some theories that are related with sexual harassment behavior. Almost all cited conceptual information by current authors was developed a long time ago, around 60 years, and improving the data over time until now.

The necessity to develop more data about this issue is necessary, but according to my experience after this literature review, authors have to focus on new concepts that have not been studied, not only prevalence, and effects. In summary, literature and reality have already shown that this behavior is negative, and almost all women have suffered it at least once in their lives.

Now, I have not found research about the thinking, or reasons that harassers have to act in this way against the targets. It is not with the finality to justify their actions, but also understand the thoughts differences between harasser and destination to find strategies that will help us to decrease the amount of prevalence and severity of this trouble to targets. We could center our attention in the population that has been identified as harassers around the country to know their experience since they were harassing until the law process finished. They could express experiences, recommendations, and things that could have changed to avoid their actions against the target, if the law took the correct decision, and so on. Admittedly, it would help other harassers that are living the problem to be aware of the consequences to be a harasser after the process in the view of their family, society, and labor environment.

On another hand, to future researches, it is crucial to be sure of the reasons why harassers are not punished, as they have to be because of their hierarchy. As the Power and Dependence Theory, Institutional Theory, and Social Theory of Gender showed, there are many conducts in organizations that look like healthy behaviors, and

the persons with higher hierarchy in the organizations are protected undoubtedly by organizations although the law establishes that the rules are for all. On investigations, some targets show determined fair to litigator against the harasser because it is hard for them to can win the cases. The question is, why? For that reason, future research has to be directed toward why people with authority are protected, and the rate of targets that have to win the trials. It could be a way to know if effectively, the justice is acting equally to both sexual harassment victims lowers power in the organization and harassers with a higher power.

The finality of this literature review is to understand the sexual harassment topic to lead a future study about prevalence, and other items about sexual harassment experience in sport college athletes. In this matter, it was clear that there were not current information in the sport area. Future research has to be developed in sport industry as well because the information in this topic could be impressive in relation with the incidence of sexual harassment because the gender domination is by male entirely, so great data could be collected on sport. Athletes can be harassed by many different ways, not just by people with the higher power, but also by the same or lower level of authority as supervisors, coaches, teammates, trainers, spectators, security personnel, etc. It has big data to collect, and not too many investigators are researching this field.

Lastly, as a consequence of this work and the revision of the theories that are related with sexual harassment inspire me to research how many institutions, universities, organizations, sports industry, etc. provide an education or preparation program focused on the responsibility to take power over other people and society. Because literature review shows that this is an ethical problem that has the roots in the education and awareness of the people, and the solution is the change of thoughts and beliefs about the power and gender conception.

**Research Questions from Literature Review**

What are the reasons that there is more sexual harassment prevalence in women?

Why do targets not want to cope the sexual harassment legally?

Why supervisors, coaches, or people with high hierarchy level have to harass the subordinates or people with lower hierarchy power?

How can we decrease the amount of sexual harassment if we do not know the harasser's thoughts?

What is the best way to cope with sexual harassment?

Why is it too hard to punish people with high hierarchy power?

Are the system and society prepared to change the equality conception?

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## Evaluación de la Práctica



UNIVERSIDAD AUTÓNOMA DE NUEVO LEÓN

FACULTAD DE ORGANIZACIÓN DEPORTIVA

## Dirección de Servicio Social y Prácticas Profesionales

RC-07-072  
Rev: 00-09/10  
V-01-10-2010

## Evaluación de Desempeño de Prácticas Profesionales

## Datos del alumno

Matrícula:	1935338
Nombre del Alumno:	Luis Martín García Méndez
Facultad:	Facultad de Organización Deportiva
Carrera:	Maestría en Act. Física y Deporte, Gestión Deportiva

## Datos de la Empresa:


Empresa/Institución:	Dirección de Deportes, UANL
Departamento/Área:	Jefatura de Equipos Representativos

## Evaluación

	Excelente	Bueno	Regular	Malo
Asistencia	✓			
Conducta	✓			
Puntualidad	✓			
Iniciativa	✓			
Colaboración	✓			
Comunicación	✓			
Habilidad	✓			
Resultados	✓			
Conocimiento profesional de su carrera	✓			

## Observaciones:

Muy buena aptitud para el desempeño de sus tareas asignadas

  
NAZARIO LARA HDL

Nombre y firma del jefe inmediato

JEFE EQ REPRESENTATIVOS  
Puesto del jefe inmediatoDIRECCION DE DEPORTES  
Sello de la institución/dependencia

Ciudad Universitaria, C.P. 66451  
San Nicolás de los Garza, Nuevo León México  
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fod@uanl.mx / www.fod.uanl.mx

## 150 HOUR EVALUATION

**NAME OF STUDENT:** LUIS GARCIA

**NAME OF INTERNSHIP ORGANIZATION/AGENCY:** ASU ATHLETICS

**NAME/POSITION OF EVALUATOR:** RICH ZVOSEC

**INSTRUCTIONS TO THE EVALUATOR:** Please complete the evaluation below in order to provide the student and university supervisor with input regarding the student's performance at the internship site. Evaluate the student using the following scale:

- 5 = Excellent
- 4 = Good
- 3 = Satisfactory
- 2 = Needs Improvement
- 1 = Unsatisfactory
- 0 = Don't know

<b>PERSONAL FITNESS FOR INTERNSHIP</b>	5	4	3	2	1	0
A. Appearance: appropriately and neatly dressed and groomed	X					
B. Emotional Control: poise, self-control	X					
C. Enthusiasm: evidence of liking to teach, zeal and eagerness	X					
D. Health: capacity to meet physical demands of assignments	X					
E. Sense of humor: ability to appreciate amusing situations and to laugh at one's self	X					
F. Tact: sensitive to motives and moods of others	X					
G. Judgment: maturity decision making	X					

<b>PROFESSIONAL ATTITUDE AND COMPETENCE</b>	5	4	3	2	1	0
A. Acceptance of extra internship assignments: willingness to accept all assigned responsibilities	X					
B. Acceptance of local philosophy of the program: tries in every way to further program	X					
C. Cooperation: willingness to cooperate with the administration and co-workers	X					
D. Dependability: fulfills obligations and achieves objectives	X					
E. English Usage: uses correct English, speaks clearly and with ease	X					
F. Intra-personal relationships: strives to achieve and maintain relationships	X					
G. Initiative: willingness to organize necessary procedures	X					

H. Knowledge of subject matter: demonstrates adequate preparation of subject matter	X					
I. Promptness: punctual and performs duties accurately, times tardy or absent	X					
J. Resourcefulness: meets new and/or difficult situations adequately	X					
K. Quality of work:	X					

PROFESSIONAL EFFECTIVENESS	5	4	3	2	1	0
A. Care of facility and equipment: physical equipment conveniently and attractively arranged, free from defacement	X					
B. Effective methods and management skills, good discipline, wholesome learning environment, and democratic atmosphere	NA					
C. Effectiveness in securing pupil's growth in skills, knowledge, and understanding; desirable attitudes and interests; good work and study habits	NA					
D. Planning: effective presentation of work	NA					
E. Understanding of pupils: familiar with child and/or adolescent psychology and applies this knowledge	NA					
F. Use of supervision: makes appropriate use of available resources	X					

### PREDICTION OF SUCCESS AS A FUTURE PROFESSIONAL

A. Specific weaknesses:

WORKING IN MORE VOCAL

B. Specific Strengths:

WHEN GIVEN A PROJECT HE IS RELENTLESS  
ALWAYS LOOKING FOR MORE  
SELF STARTER

C. Other Comments:

GREAT JOB!!

D. Did you visit with the intern about this evaluation?

Rish Z...

Signature of Supervisor

4-15-19

Date

RESUMEN AUTOBIOGRÁFICO  
**LUIS MARTIN GARCIA MENDEZ**

Candidato para obtener el Grado de Maestría en Actividad Física y Deporte con  
Orientación en Gestión Deportiva

Producto Integrador: REVISIÓN DE LA LITERATURA SOBRE ACOSO SEXUAL  
EN ATLETAS UNIVERSITARIOS

Campo temático: Gestión Deportiva

Lugar y fecha de nacimiento: Morelia, Michoacán, México. 01/04/92

Lugar de residencia: Morelia, Michoacán, México.

Procedencia académica: Licenciatura en Educación Física en Escuela Normal de  
Educación Física (ENEF).

Experiencia Propedéutica y/o Profesional:

- Maestría en Sport Administration en Arkansas State University en Jonesboro Arkansas 2018-2019 (1 año).
- Curso intensivo de inglés aprobado en Arkansas State University en Jonesboro Arkansas 2018-2019 (1 año).
- Experiencia profesional como profesor de Educación Física en nivel primaria 2014-2016 (2 años).
- Licenciatura en Educación Física cursada en la Escuela Normal de Educación Física (ENEF) 2010-2014 (4 años)

Experiencia Deportiva:

- Campeón de Olimpiada Nacional sub 23 en la prueba de 400 metros planos en el año 2012, mejor marca de la temporada en México en la categoría sub 23.
- Participación en evento internacional North America, Central America, and Caribbean (NACAC sub. 23 2012).

- Bronce en Olimpiada Nacional 2012 en la prueba de 200 metros planos.
- Plata en Universiada Nacional 2012 en la prueba de 400 metros planos.
- Bronce en Evento Nacional de Primera Fuerza 2012 en la prueba de 400 metros planos.
- Oro en Universiada Nacional 2018 en relevo 4x100 con el record de la Universidad Autónoma de Nuevo León en dicha prueba.

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