

Appendix

The first interview (translation)

Me: Good afternoon,

I am Violetta Anufrieva, I am a third year student of CULS (Czech University of Life Science). Now, I am working on my Bachelor thesis research and I would like to ask some questions regarding sexual harassment in Russia (my investigatory issue) and we are beginning with quick basic questions then we are going to continue with more complex questions. I promise that all respondent's answers will be used strictly for my Bachelor Thesis research. By answering the questions, the participants voluntarily agree on this interview.

- 1) Please, tell me some information about yourself (for example: your name, your age, where are you from, where do you work or study).

J: Hello, my name is Julia. I am 26 years old. I am from Nizhny Novgorod, Russia. I worked in local media space as a journalist three years ago. Now, I am a freelancer and working as a copywriter.

- 2) What sexual harassment does it mean for you? How do you understand or describe it?

J: Now, I have already found and explored more information about it. However, three years ago when I was only 22 and suffered from it, I knew almost nothing about harassment. I can describe it as sexual violence which occurs against person desire, often, under pressure.

- 3) Who suffers from sexual harassment more, women or men? Why?

J: I am pretty sure that women face with violence more often than men because women are weaker compared to men. I mean differences in for example physical form. Also, Men usually have more power than women. Anciently, man was the head of his family. It was the system of patriarchy and they felt authority over family. I think that this tendency has been saving in our modernity society. I would say that it is inequality between male and female occurs at home or at workplace.

4) How do you think does sexual harassment exist in Russia? If yes, where?

J: Of course, I know that we have harassment acts in Russia because I personally faced with it. I only listened about domestic and workplace sexual harassment.

I think that these two places are the most popular in Russia where the cases of harassment usually may happen.

5) Does Russian legislation has a law or some provisions against sexual harassment? If no, why?

J: Unfortunately, no, we haven't got special laws against harassment acts. It often related to the act of discrimination but no more and it is hard to prove. Actually, I don't know why we haven't got something like a legal act against harassment because this problem is existed. However, I think now our country has a lot of other more important issues and they just don't care about the sexual harassment. We have some provisions about anti - discrimination in Labour Code, maybe they just suppose that it connects with harassment too, who knows.

Undoubtedly, indirect connection is existed but it is not enough for overcoming this problem. Moreover, there is no some official legal norms against it.

6) If sexual violence occurred in workplace, should company do something for worker's protection and safety? (in Russia)

J: It is hard to answer on this question concerning Russia. On the one hand, yes, the company should be responsible for their employees because it also shows company's reputation and so on. On the other hand, how they can help if they do not know what they should rely on. They can dismiss harassers but it cannot help. However, if we talk about large corporations which head offices are located abroad, for instance, in Europe or USA, these countries have official law and punishments against sexual harassment and the Russian branches of these corporations may use their policy for protection.

7) Which measures can help to reduce the workplace sexual harassment cases in Russia?

J: Ohh, I think that it should be a complex of measures. We should definitely start from adoption of specific legal norms against harassment then all organizations must develop

specific rules or codes which will be based on legal norms. It is a long way. I think that companies should devise precise company policy then maybe conduct some training courses for workers and tell them about possible punishments.

8) Have you ever faced with sexual harassment in your life? If yes, please, tell more about your experience.

J: Yes, I faced with workplace sexual harassment three years ago when I worked in online magazine as a journalist in my native town. Generally, it rather often occurs in media, cinema, theatre environment. I thought "rather often" because sometimes it is translated on TV. The famous people rarely talk about it publicly. However, in some other companies it also happens but we do not know about it.

As for my experience, I would not want to talk about it in detail but it was the worst period in my life. It occurred between me and senior in office. It was a real sexual violence against my will but I could do nothing. After this occurred, I immediately left my job. In my case, my managers did nothing for my protection, didn't help. They just said that I hadn't got evidence and the best way was left the job and kept silence. I was really scared regarding my future and I decided to do nothing. That was my mistake. Nobody knew about it. I thought that I needed to outlive this nightmare but through approximately three months, I decided to work with psychologist because it was really hard to live with it and understood that this person continued work and live his normal life.

9) What consequences did you have after that? (psychological or maybe issue with searching a new job, mistrust towards others or something like else)

J: As I mentioned in previous question, I started to work with psychologist. I felt depressed and moral breakdown. I was just crying every day and lay in bed and did nothing. It very affects person's mind and changes something. I suppose that few people can overcome it without professional help. For me, sexual harassment became the main reason why I have been working on freelance for two years because I am afraid of any interaction with people now. This happened three years ago but for me it was as yesterday.

The second interview (translation)

- 1) Please, tell me some information about yourself (your name, your age, where are you from, where do you work or study)

K: Hi, my name is Katherina, I am 19 years old and I am from Russia, Moscow. I am a second year student and I study in MGIMO (Moscow State Institute of International Relations).

- 2) What sexual harassment does it mean for you? How do you understand or describe it?

K: Ohh...for me it is a difficult question. It seems to me, I cannot formulate it correctly because I really have a lack of knowledge concerning this issue but I will try to do it. Firstly, I have heard about it from the internet news. As I remember, in 2017, there was a "loud" story with Harvey Weinstein. He was an American film producer and he was accused of sexual harassment by famous actresses. After that, the #metoo movement was appeared. This movement revealed rejection and condemnation of sexual harassment. I remember that I have read a lot of sexual harassment stories and googled what does it mean. As I understand, sexual harassment is about sexual forcing. It refers to the illegal acts because Harvey Weinstein was condemned to 23 years old. I read that it violates the principles of business ethics but as for Russia, I rarely listen about it so I cannot define it clear.

- 3) Who suffers from sexual harassment more, women or men? Why?

Obviously, women suffer more compared to men because women always are reckoned as a weaker sex than men. Actually, I do not understand but I think that men are stronger than women although now our world is changed and may demonstrate another model. For instance, women may earn the same salary as men or also be a director or create your own business but this inequality or difference between men and women still exists. I think it is more likely that men have higher positions more often than women in Russia.

- 4) How do you think does sexual harassment exist in Russia? If yes, where?

K: Honestly, I suppose that we face with sexual harassment cases but we don't know exactly about all cases because we do not see it every week or month in the internet or TV. We

instinctively think that it is far from us and maybe it is not so seriously and dangerously because it is not showed so often in mass media. However, we have a wide range of different TV shows but I don't remember when I have seen something where sexual harassment are discussed. I think that harassment may occur in university, workplace or at home.

5) Does Russian legislation has a law or some provisions against sexual harassment acts? If no, why?

K: Ohhh...I barely can formulate the meaning of sexual harassment. Now, you ask me more difficult question. I do not know about it exactly. I have never heard about it. I think that we do not have direct laws against sexual violence but I know that discrimination is prohibited or if we are talking about violence, it already referred to the criminal crime but I suppose that it should be serious crime such as direct violence and it should be proved, it is not easier as it may seem. We have not got official legal norms against sexual harassment because it is not a broad and main issue. Of course, people face with it every year but also people suffer from poverty every year.

6) If sexual violence occurred in workplace, should company do something for worker's protection and safety? (in Russia)

K: Of course, companies should be responsible for their workers, they can just support victims and help with decisions. The good company should do all possible things that can protect and help employees because it reveals the attitude of the company towards their workers, also it affects reputation.

7) Which measures can help to reduce the workplace sexual harassment cases in Russia?

K: Firstly, we should fill the gap in our legislation and officially adopt measures against sexual harassment. It should be discussed in detail. Secondly, I would start with precise definition of the sexual harassment, what do we relate to it, prevention measures, some detailed guides for organizations and so on. In other words, it should be a detailed hard work because Russia is one of the largest countries in the world and it is not easier to set rules in each region. It will take a

lot of time. Now, I do not know a lot about sexual harassment. I only can suppose that I would do. We have general concept of harassment but it is not enough.

- 8) Have you ever faced with sexual harassment in your life? If yes, please, tell more about your experience.

K: Fortunately, no, I have never faced with sexual harassment acts but due to our interview, I want to understand this issue deeper and I will be happy if you give me a full text of your research after finishing because I understand what I have no enough knowledge about it although it is serious issue and it may happen with every person because we all participate in social life, we study, work, communicate with people but we cannot assume who is the harasser. I think if it happens, it changes person's life.

- 9) What consequences did you have after that? (psychological or maybe issue with searching a new job, mistrust towards others or something like else)

K: I do not know answer for this question because I have never faced with it but I will try to suppose. I think that all people know that these acts influence emotional feelings, people feel pain as physical as moral then they have difficulties with finding job. It is hard to trust people again. It may change woman's life, maybe some years she wants to be alone. I think family support is very important. Also, if it is hard to overcome alone, she may take a course with psychologist.

The third interview (translation)

- 1) Please, tell me some information about yourself (your name, your age, where are you from, where do you work or study)

M: Good afternoon, I am Margarita. I am 38 years old. I am from Russia, Yaroslavl. I worked as an account in local financial organization then I took SMM courses two years ago. Now, I am

working as an SMM specialist online and helping different people with development of their Instagram profiles.

- 2) What sexual harassment does it mean for you? How do you understand or describe it?

M: We don't have a legal definition regarding sexual harassment in Russia. It is a fact. I researched this issue and read plenty of foreign literatures or articles because we have a little information about it in Russia. It was really hard for me to find some Russian articles concerning sexual harassment because we do not consider it as let's say "official" issue. For me, it is referred to the unseemly behavior. It is expressed as direct sexual harassment (I mean, enter into the sexual intercourse by coercion) or it might be only persistent requests about it, also touching or sexual jokes about appearance or body, insults. We may distinguish sexual harassment acts between verbal and nonverbal as I have read.

- 3) Who suffers from sexual harassment more, women or men? Why?

According to the statistics, women face more often than men and I think the same. It can be understood logically because earlier women have less rights than men. Men were always the support of their family. Now, we belong to this tradition partially. Unfortunately, we cannot get rid of this forever. However, now the inequality has become less but for instance men have a bigger salary than women. Men also have a higher position often than women. Despite the Women's Liberation Movement, men and women will not be equal. Women are always a little bit weaker than men. Besides, if we talk about the Muslim countries, we will see the inequality more brightly than in Russia.

- 4) How do you think does sexual harassment exist in Russia? If yes, where?

M: Obviously, yes. I faced with it personally so I am sure that we have this issue in Russia. I think it has been starting from domestic violence then appearing in workplaces, universities, even in the streets.

- 5) Does Russian legislation have a law or some provisions against sexual harassment acts? If no, why?

M: If we haven't got a clear definition of sexual harassment therefore we haven't got concrete legal norms against it. As I mentioned above, it is not considered as a real threat or issue. They think that the law against discrimination is enough. However, it is hard to manage our country. This problem requires a lot of analysis and researches then adoption necessary measures. Maybe, it will be done but who knows when.

6) If sexual violence occurred in workplace, should company do something for worker's protection and safety? (in Russia)

I think they can try to do something but leadership is usually lost because they only have general rules which don't connect with sexual harassment directly. Usually, they just try to negotiate with harasser and victim about nondisclosure of this incident. They may suggest compensation to victim instead of fair regulation because they haven't got lost company's reputation or one more reason that they haven't got lose value specialists. Of course, it depends on concrete company but most of all try to negotiate or just dismiss victim or harasser or both without "noise" especially in small Russian towns. So, generally, if it is not a big corporation with clear strict work policy, own lawyers and so on, they cannot provide protection for workers against harassment in most cases.

7) Which measures can help to reduce the workplace sexual harassment cases in Russia?

M: It is rather difficult to say and I can hardly imagine what it will be done. Now, it exists the large gap in Russian legislation concerning the sexual harassment. On the one hand, government should prepare and adopt complex of measures, punishments, definitions, types of harassment. They also should give an official disposition to all Russian companies about creating some detailed guidelines for workers, discuss this issue with employees, training courses. Managers have to know how workers can apply the complaints correctly and help them with it. On the other hand, there are a lot of cities in Russia and not all of them will follow these regulations. It takes several years or decades that develop stable system. Currently, this issue is not discussed.

8) Have you ever faced with sexual harassment in your life? If yes, please, tell more about your experience.

M: Yes, I faced with it almost 8 years ago so I think that I know more about it than other citizens in Russia. I would not say about it in detail because it is my own private life and it happened long time ago but I described my experience as you begged. Thank god, it was not a

direct sexual relations. It was only touching, jokes, uncomfortable complements and so on. Firstly, I didn't pay special attention because I just thought that he liked me or something like that but later it looked like obsession and madness. He started to follow me then it led to the undesirable touching and requests to the sexual act. I was scared. I told to my manager and other staff. They said that they took some measures against it but nothing happened. I went to police and they just said that I did not have evidence and I should talk with my company. They offered me to decide it peacefully but I disagreed. I wanted that leadership dismiss this person but they didn't hurry with it. It lasted approximately 7 months then I left this organization because I was really moral exhausted and tired from inaction of my company and police. Nobody could help me. Now, I think that if I stay in this organization, I would be definitely sexual harassed such as direct sexual violence, not touching or only request about it.

9) What consequences did you have after that? (psychological or maybe issue with searching a new job, mistrust towards others or something like else)

M: Yes, I was depressed and tired because it lasted several months and I really hoped that someone helped me to solve this issue or it was just over and person understood that it is horrible but I think such kind of people don't understand that woman suffer from it. Firstly, I did not know what I will do after that then step by step my life became better. I overcame it without professional help. Maybe because it was not the obvious violence, only were manifestations and attempts. After this case, I don't trust people so much and I don't want to work in office again so I decided to develop in other sphere and changed the profession.