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VIOLENCE AND DISCRIMINATION

AGAINST PHILADELPHIA LESBIAN AND GAY PEOPLE:

a study by the Philadelphia Lesbian and Gay Task Force

December, 1985

JUN 22 1986

PHILADELPHIA

Steven K. Aurand, Task Force Board Member and Statistician

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Christine Bush, Task Force Hotline Coordinator

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ACQUISITIONS

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REPORT SUMMARY

This study represents the first systematic examination of violence and discrimination against lesbian and gay people in Philadelphia. The survey findings are quite similar to those of studies carried out in other parts of the country. Anti-gay and anti-lesbian violence and discrimination are major problems in Philadelphia, just as they are elsewhere in the United States.

The study sample is predominantly white, highly educated, and the average age is 35. U.S. Department of Justice statistics indicate that such people are among those in society least likely to be victimized. Therefore, our study findings probably underestimate the levels of violence and discrimination experienced by the general lesbian and gay population of Philadelphia. Nonetheless, the amount of victimization reported in our study is quite substantial:

- 8% of the males and 26% of the females experienced employment, housing, or public accommodations discrimination in the 18-month period following passage of the September 1982 amendment to the Philadelphia Fair Practices Act which outlawed such discrimination.
- 29% of the males and 39% of the females experienced discrimination at some point in their lives.
- Only a small fraction of anti-gay and anti-lesbian discrimination cases are reported to the Philadelphia Commission on Human Relations, the agency charged with enforcement of the Fair Practices Act.
- 72% of the males and 96% of the females continue to fear employment discrimination despite the legal protections provided by the Fair Practices Act.
- Among those who fear employment discrimination, 84% of the males and 92% of the females conceal their sexual orientation at work at least some of the time to avoid discrimination.
- 74% of the females and 85% of the males experienced verbal abuse at some point in their lives because of their sexual orientation.
- 39% of the females and 63% of the males experienced criminal violence at some point in their lives because they are lesbian or gay.
- In the past year, 10% of the females and 24% of the males were victims of criminal violence because of their sexual orientation. These annual rates of victimization are roughly four times higher than the criminal violence rates for the general, U.S., urban population (according to statistics compiled by the U.S. Department of Justice).
- 16% of the females and 24% of the males were victims of police violence or harassment at some point in their lives because of their sexual orientation.

- 22% of the females and 16% of the males experienced violence or harassment by family members.
- 29% of the females and 55% of the males experienced violence or harassment in school (junior high school, high school, or college).
- Only 9% of the females and 39% of the males who experienced criminal violence reported those crimes to the police.

As is the situation in the general population, females in our sample tended to experience higher levels of discrimination, while males tended to experience higher levels of violent victimization.

It should be noted that our study was carried out before the recent public hysteria over the disease AIDS. Reports from lesbian and gay organizations in many parts of the country suggest that levels of anti-gay and anti-lesbian violence and discrimination are beginning to increase dramatically because of AIDS phobia. It is unfortunately likely that this will occur in Philadelphia as well.

Further research is recommended to investigate: 1) the causes of anti-gay and anti-lesbian victimization, 2) the social service needs of lesbian and gay victims, and 3) the nature and extent of anti-gay and anti-lesbian homicide.

Policy recommendations include: 1) the enactment of comprehensive civil rights legislation, 2) the passage of legislation to combat bias crimes, 3) the improvement of law enforcement efforts and the facilitation of bias crime reporting, 4) the collection of official statistics on bias crimes, 5) the improvement of social services for lesbian and gay victims, and 6) the development of educational programs, in conjunction with schools, religious institutions, and the media, aimed at dispelling the fear and hatred of lesbian and gay people that leads to violence and discrimination.

The Philadelphia Lesbian and Gay Task Force recently established a Violence and Discrimination Hotline Project to further the implementation of the above recommendations. The Hotline provides information and referrals to victims of anti-gay and anti-lesbian violence and discrimination, and it collects victimization data to identify violence and discrimination problem areas in the city of Philadelphia. The Project is attempting to develop cooperation between the police department, the courts, the schools, the media, victim service agencies, and other lesbian and gay organizations in seeking remedies for the problems of anti-gay and anti-lesbian violence and discrimination.

ACKNOWLEDGMENTS

We are indebted to Drs. Marvin E. Wolfgang and Neil A. Weiner of the Sellin Center for Studies in Criminology and Criminal Law at the Wharton School of the University of Pennsylvania for their valuable comments and recommendations during the preparation of this manuscript.

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We are grateful for the assistance of Suzanne Badoux, Executive Director of the Mayor's Commission on Sexual Minorities, in the drafting of policy recommendations.

Many thanks to the staff members and volunteers at the Philadelphia Lesbian and Gay Task Force who assisted with the coding and verification of the survey data. The Task Force Board of Directors provided helpful suggestions throughout the project.

INTRODUCTION

Recent studies have shown that violence and discrimination against lesbians and gays are widespread throughout the United States. A 1984 survey by the National Gay Task Force in eight cities across the country revealed that more than one in every five gay men and nearly one in every ten lesbian women surveyed had been victims of physical assault because of their sexual orientation.¹ Studies in several locations have documented high levels of discrimination against lesbians and gays.² Yet, except in a few isolated cases³, the non-gay media have given scant coverage to anti-gay/lesbian victimization, and government agencies have done little to address the problem.

Philadelphia is rare among U.S. cities in that it extends to lesbians and gays legal protection against discrimination. A 1982 amendment to the Philadelphia Fair Practices Act outlawed discrimination in employment, housing, and public accommodations on the basis of sexual preference. However, until now, no study has been carried out to assess the degree of compliance with this legislation. Furthermore, while isolated cases of anti-gay/lesbian violence have been documented in the media,⁴ no systematic examination of the scope and magnitude of this problem has been carried out in Philadelphia until now.

In March 1984, the Philadelphia Lesbian and Gay Task Force (PLGTF) distributed questionnaires concerning anti-gay/lesbian violence and discrimination to its membership. The initial findings from this survey are presented in the pages that follow.

¹National Gay Task Force. Anti-Gay/Lesbian Victimization. June, 1984.

²In a 1983 survey by the Office of the Mayor's Liaison to the Gay and Lesbian Community in Boston, 20% of the respondents felt that they had been discriminated against in employment because of their sexual orientation. In a 1984 survey by the New Jersey Lesbian and Gay Coalition, 10.4% of those surveyed reported that they had lost jobs because they are lesbian or gay.

³The 1978 shooting of city supervisor Harvey Milk in San Francisco and the 1984 homophobic murder of Charles Howard in Bangor, Maine are two incidents which did receive widespread media coverage.

⁴In August 1983, two gay men were seriously injured when approximately 60 residents of the Fairmount section of Philadelphia attacked them, chanting "kill the faggots." In September 1983, residents of the Frankford section of Philadelphia vandalized the home of a gay man, causing thousands of dollars of damage. Both incidents received press coverage in Philadelphia.

METHODS

In March 1984, PLGTF mailed roughly 500 questionnaires to its membership. Surveys were returned by 183 individuals. Respondents were given the option of keeping their surveys anonymous. A total of 65 individuals (35.5%) chose not to sign their names.

Since the focus of the survey is on violence and discrimination related to sexual orientation, the sample was restricted to those who reported that they are gay, lesbian, or bisexual. This criterion reduced the sample to a total of 167 respondents (80 females and 87 males). While violence and discrimination against heterosexuals perceived to be lesbian or gay is a phenomenon which merits investigation, our sample of heterosexual respondents was too small (16 individuals) to permit such an analysis.

QUESTIONNAIRE

The survey instrument consists of an explanatory cover letter and seven pages of questions (see Appendix I). The questionnaire is divided into four sections. The first section requests demographic and lifestyle information. The second section documents employment, housing, and public accommodations discrimination over two time periods: 1) prior to September 1982 (the time of passage of the Fair Practices Act amendment), and 2) since September 1982. This time division permits examination of both lifetime levels of discrimination and levels of discrimination since passage of the Fair Practices Act amendment. The third section of the questionnaire examines anti-gay/lesbian violence and harassment. Respondents are first asked whether they experienced a particular form of violence or harassment. If they answer "yes," they are asked to indicate the number of times such victimization occurred. Again, two time periods are considered: 1) prior to March 1983, and 2) since March 1983 (i.e., in the preceding year). This time division permits examination of both lifetime and annual rates of victimization. Respondents were repeatedly reminded to report only those instances where they were victimized because of their sexual orientation by non-gay individuals. The final section of the questionnaire requests feedback about PLGTF programs.

RESULTS

SAMPLE CHARACTERISTICS

Since victimization rates and lifestyle tend to be different for males and females, findings will be reported separately by sex in the pages that follow.

The mean age of survey respondents is 35.3 (35.1 for males, 35.5 for females). On average, males in the sample reported that they first recognized their sexual orientation at a younger age (15.8) than females in the sample (21.7).

Table 1 shows counts and percentages for select demographic variables on the survey. In some cases percentages do not sum to 100% due to rounding error. Sex differences were tested using chi-square statistics. Chi-square values for statistically significant differences are shown in footnotes.

TABLE 1: SAMPLE CHARACTERISTICS

	MALES		FEMALES		TOTAL	
	COUNT	%	COUNT	%	COUNT	%
TOTAL SAMPLE	87	100.0	80	100.0	167	100.0
RACE						
Black	1	1.2	6	7.5	7	4.2
White	84	96.6	73	91.2	157	94.0
Hispanic	1	1.2	1	1.2	2	1.2
Other	1	1.2	0	0.0	1	0.6
EDUCATION						
H. S. or Some College	14	16.1	13	16.2	27	16.2
Bachelor's Degree	21	24.1	18	22.5	39	23.4
Master's Degree	32	36.8	33	41.2	65	38.9
Doctoral Degree	20	23.0	16	20.0	36	21.6
CURRENT RELIGION						
None	36	41.4	38	47.5	74	44.3
Catholic	19	21.8	7	8.8	26	15.6
Jewish	14	16.1	16	20.0	30	18.0
Protestant or Other	18	20.7	19	23.8	37	22.2
SEXUAL IDENTITY						
Lesbian or Gay	81	93.1	72	90.0	153	91.6
Bisexual	6	6.9	8	10.0	14	8.4
MARITAL STATUS						
Never married	76	87.4	57	71.2	133	79.6
Previously married	11	12.6	23	28.8	34	20.4
PART OF LESBIAN/GAY COUPLE?						
No	53	60.9	23	28.8	76	45.5
Yes	34	39.1	57	71.2	91	54.5

As indicated above, the sample is predominantly white. Survey participants tend to be highly educated; 60.5% have graduate degrees. The majority of respondents have some current religious affiliation. ¹Significantly more females (28.8%) than males (12.6%) were previously married. Far more females in the sample (71.2%) than males (39.1%) are in same-sex couples. ²

¹The sex difference is statistically significant, $\chi^2[1] = 6.7, p < .01$

²The sex difference is statistically significant, $\chi^2[1] = 17.4, p < .001$

Since degree of openness or "outness" about one's sexual orientation could influence one's likelihood of victimization, respondents were asked to indicate whether significant others are aware that they are lesbian, gay, or bisexual. Counts and percentages for these questions are shown in Table 2.

TABLE 2: AWARENESS OF RESPONDENT'S SEXUAL ORIENTATION BY SIGNIFICANT OTHERS

	MALES		FEMALES		TOTAL	
	COUNT	%	COUNT	%	COUNT	%
MOTHER						
Is aware	54	62.1	55	68.8	99	59.3
Is not aware	22	25.3	18	22.5	40	24.0
Not applicable	11	12.6	7	8.8	18	10.8
FATHER						
Is aware	40	46.0	38	47.5	78	46.7
Is not aware	24	27.6	20	25.0	44	26.4
Not applicable	23	26.4	22	27.5	45	27.0
BROTHER(S)						
Some or all are aware	45	51.7	40	50.0	85	50.9
None is aware	13	14.9	11	13.8	24	14.4
Not applicable	29	33.3	29	36.2	58	34.7
SISTER(S)						
Some or all are aware	37	42.5	43	53.8	80	47.9
None is aware	18	20.7	4	5.0	22	13.2
Not applicable	32	36.8	33	41.2	65	38.9
OTHER RELATIVES						
Some or all are aware	50	57.5	50	62.5	100	59.9
None is aware	34	39.1	28	35.0	62	37.1
Not applicable	3	3.4	2	2.5	5	3.0
FRIENDS						
Some or all are aware	85	97.7	80	100.0	165	98.8
None is aware	1	1.2	0	0.0	1	0.6
Not applicable	1	1.2	0	0.0	1	0.6
NEIGHBORS						
Some or all are aware	65	74.7	45	56.2	110	65.9
None is aware	19	21.8	30	37.5	49	29.3
Not applicable	3	3.4	5	6.2	8	4.8
CO-WORKERS						
Some or all are aware	66	75.9	59	73.8	125	74.8
None is aware	15	17.2	15	18.8	30	18.0
Not applicable	6	6.9	6	7.5	12	7.2
SUPERVISOR(S)						
Some or all are aware	38	43.7	33	41.2	71	42.5
None is aware	34	39.1	38	47.5	72	43.1
Not applicable	15	17.2	9	11.2	24	14.4
CLIENTS/CUSTOMERS						
Some or all are aware	37	42.5	27	33.8	64	38.3
None is aware	26	29.9	36	45.0	62	37.1
Not applicable	24	27.6	17	21.2	41	24.6

Males and females in the sample differ in degree of "outness" in a few respects. Significantly higher percentages of females in the sample are "out" to their sisters,¹ while significantly higher percentages of males in the sample are "out" to their neighbors² and to clients and customers.³ The finding about neighbors, clients and customers suggests that males in the sample might be more likely to live in gay-identified areas and work for gay businesses than females in the study. In general, survey participants are much more likely to be "out" to relatives, friends, neighbors, and co-workers than to supervisors, clients, and customers.

As we turn to the data on anti-gay and anti-lesbian discrimination and violence, one important point should be kept in mind concerning the nature of our sample. Ours is a predominantly white, highly educated group of individuals with a mean age of 35. Federal statistics indicate that such individuals are among those in society least likely to be victimized (U.S. Department of Justice, 1982). The poor, the less educated, the young (age 12 to 24), and members of racial minority groups have the highest rates of victimization. It is therefore likely that the actual victimization rates for the general lesbian and gay population of Philadelphia are even higher than our survey results indicate. Yet, the violence and discrimination percentages for our sample are quite substantial in their own right.

Another point which should be mentioned is that our survey predated the current public hysteria over the disease AIDS. Anecdotal reports from a number of lesbian and gay organizations across the country suggest that anti-gay violence and discrimination are increasing dramatically because of AIDS phobia. Unfortunately, it is likely that this will happen in Philadelphia as well and that rates of anti-gay/lesbian violence and discrimination will soon be higher than they were when we conducted our study.

ANTI-GAY AND ANTI-LESBIAN DISCRIMINATION

Survey participants were asked about employment, housing, and public accommodations discrimination they experienced before or after passage of the Philadelphia Fair Practices Act amendment which outlawed such discrimination. These two time periods are not directly comparable since the amounts of time involved are quite different. The second time period (September 1982 through February 1984) spans one year and six months, while the first time period (prior to September 1982) is much longer. In the pages that follow, we will focus on results for the second time period, since it indicates discrimination that has persisted in spite of the Fair Practices Act amendment, and we will examine results for the two time periods combined, since it indicates lifetime levels of discrimination.

Survey participants were instructed to respond "not applicable" if a particular employment, housing, or public accommodations situation did not apply to

¹The sex difference is statistically significant, $\chi^2[2] = 9.1, p < .01$

²The sex difference is statistically significant, $\chi^2[2] = 6.3, p < .05$

³The sex difference is marginally significant, $\chi^2[2] = 3.2, p < .10$

them. Thus, a self-employed person would respond "not applicable" to questions about hiring discrimination, and a person who owns a house would reply "not applicable" to questions about rental discrimination. "Not applicable" responses were eliminated in the analyses that follow. See Appendix II for an examination of "not applicable" responses.

Employment Discrimination

Survey participants were asked about employment discrimination in five areas: hiring, promotion, job termination, performance evaluation, and lost clients or customers. Figure 1 shows reported levels of these five forms of discrimination after passage of the Fair Practices Act amendment, and Figure 2 shows lifetime levels of such discrimination. A sixth category in each figure ("Any Discrim.") gives percentages of individuals who experienced at least one of the five forms of employment discrimination.

FIGURE 1: EMPLOYMENT DISCRIMINATION PERCENTAGES AFTER PASSAGE OF THE FAIR PRACTICES ACT AMENDMENT

TYPE	SEX		PERCENTAGE
Hiring	Male	**	3
	Female	**	4
Promotion	Male	**	3
	Female	*****	14
Termination	Male		0
	Female	*	2
Evaluation	Male	**	3
	Female	**	4
Lost Clients	Male	**	4
	Female		0
Any Discrim.	Male	****	8
	Female	*****	16

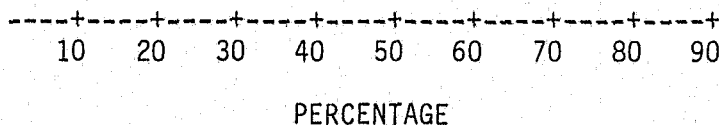
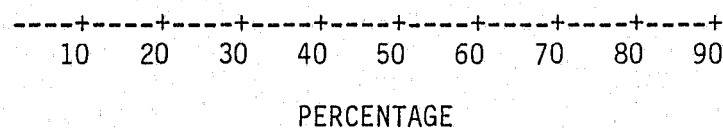


FIGURE 2: LIFETIME EMPLOYMENT DISCRIMINATION PERCENTAGES

TYPE	SEX		PERCENTAGE
Hiring	Male	***	6
	Female	****	7
Promotion	Male	****	7
	Female	*****	15
Termination	Male	*****	9
	Female	*****	10
Evaluation	Male	****	8
	Female	*****	13
Lost Clients	Male	****	7
	Female	*	2
Any Discrim.	Male	*****	23
	Female	*****	24



As indicated at the bottom of Figure 1, among individuals in the sample who could have experienced employment discrimination, 8% of the males and 16% of the females reported that they did in fact experience such discrimination since passage of the Fair Practices Act amendment. Furthermore, 23% of the males and 24% of the females reported that they experienced employment discrimination at some point in their lives. Only one of the employment discrimination differences between females and males is statistically significant: 14% of the females in the sample reported that they experienced promotion discrimination since passage of the Fair Practices Act amendment, compared to only 3% of the males.¹

Housing Discrimination

Survey participants were asked about housing discrimination they experienced because of their sexual orientation. Questions covered four areas of discrimination: housing purchase, housing rental, insurance procurement, and mortgage procurement. Figure 3 shows reported levels of these four forms of discrimination after passage of the Fair Practices Act amendment, and Figure 4 shows lifetime levels of such discrimination. A fifth category in each figure ("Any Discrim.") gives percentages of individuals who experienced at least one of the four forms of housing discrimination.

¹The sex difference is statistically significant, $\chi^2[1] = 4.3$, $p < .05$

FIGURE 3: HOUSING DISCRIMINATION PERCENTAGES
AFTER PASSAGE OF THE FAIR PRACTICES ACT AMENDMENT

TYPE	SEX		PERCENTAGE
Purchase	Male		0
	Female		0
Rental	Male	*	2
	Female	***	6
Insurance	Male		0
	Female	**	3
Mortgage	Male		0
	Female		0
Any Discrim.	Male	*	2
	Female	****	7

PERCENTAGE

FIGURE 4: LIFETIME HOUSING DISCRIMINATION PERCENTAGES

TYPE	SEX		PERCENTAGE
Purchase	Male	*	2
	Female	***	5
Rental	Male	**	3
	Female	*****	18
Insurance	Male	*	2
	Female	***	5
Mortgage	Male	*	2
	Female	***	6
Any Discrim.	Male	****	7
	Female	*****	19

PERCENTAGE

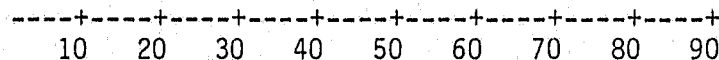
As indicated at the bottom of Figure 3, among individuals in the sample who could have experienced housing discrimination, 7% of the females and 2% of the males reported that they did in fact experience such discrimination since passage of the Fair Practices Act amendment. In general, females reported higher levels of housing discrimination. However, only two of the sex differences are statistically significant: females reported significantly higher lifetime levels of rental discrimination than males (18% vs. 3%),¹ and females reported significantly higher lifetime levels of general housing discrimination than males (19% vs. 7%).² Reported levels of housing discrimination following passage of the amendment do not differ significantly by sex.

Public Accommodations Discrimination

Survey participants were asked about discrimination in public accommodations they experienced because of their sexual orientation. Questions covered four areas of discrimination: restaurants, bars or clubs, hotels or motels, and other public accommodations. Figure 5 shows levels of discrimination reported in these four areas after passage of the Fair Practices Act amendment, and Figure 6 shows lifetime levels of such discrimination. In each figure, a fifth category ("Any Discrim.") gives percentages of individuals who experienced discrimination in at least one of the four areas.

FIGURE 5: PUBLIC ACCOMMODATIONS DISCRIMINATION PERCENTAGES
AFTER PASSAGE OF THE FAIR PRACTICES ACT AMENDMENT

TYPE	SEX		PERCENTAGE
Restaurants	Male		0
	Female	****	8
Bars/Clubs	Male	*	1
	Female	**	3
Hotels/Motels	Male		0
	Female	**	4
Other	Male	*	1
	Female	*	2
Any Discrim.	Male	*	1
	Female	*****	11



PERCENTAGE

¹The sex difference is statistically significant, $\chi^2[1] = 7.8$, $p < .01$

²The sex difference is statistically significant, $\chi^2[1] = 4.2$, $p < .05$

FIGURE 6: LIFETIME PUBLIC ACCOMMODATIONS DISCRIMINATION PERCENTAGES

TYPE	SEX		PERCENTAGE
Restaurants	Male	**	3
	Female	*****	10
Bars/Clubs	Male	**	4
	Female	****	7
Hotels/Motels	Male	**	3
	Female	****	7
Other	Male	**	4
	Female	**	4
Any Discrim.	Male	*****	9
	Female	*****	21

PERCENTAGE

As indicated at the bottom of Figure 5, among individuals in the sample who could have experienced discrimination in public accommodations, 11% of the females and 1% of the males reported that they did in fact experience such discrimination since passage of the Fair Practices Act amendment. This sex difference is statistically significant,¹ as are two other public accommodations discrimination sex differences: females reported significantly higher lifetime levels of restaurant discrimination (10% vs. 3%),² and females reported significantly higher lifetime levels of general public accommodations discrimination (21% vs. 9%).³

Discrimination Summary Measures

Figure 7 provides summary information on reported levels of employment, housing, and public accommodations discrimination. Both lifetime percentages and percentages since passage of the Fair Practices Act amendment are indicated. The "Any Discrimination" category shows percentages of individuals who experienced some form of employment, housing, or public accommodations discrimination.

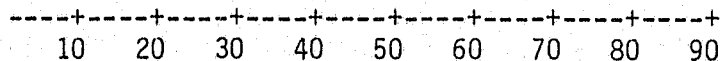
¹The sex difference is statistically significant, $\chi^2[1] = 6.0$, $p < .05$

²The sex difference is marginally significant, $\chi^2[1] = 2.9$, $p < .10$

³The sex difference is marginally significant, $\chi^2[1] = 3.5$, $p < .10$

FIGURE 7: SUMMARY OF DISCRIMINATION PERCENTAGES

EMPLOYMENT DISCRIMINATION			PERCENTAGE
After Amendment	Male	****	8
	Female	*****	16
Ever	Male	*****	23
	Female	*****	24
HOUSING DISCRIMINATION			PERCENTAGE
After Amendment	Male	*	2
	Female	****	7
Ever	Male	****	7
	Female	*****	19
PUBLIC ACCOMMODATIONS DISCRIMINATION			PERCENTAGE
After Amendment	Male	*	1
	Female	*****	11
Ever	Male	*****	9
	Female	*****	21
ANY DISCRIMINATION			PERCENTAGE
After Amendment	Male	****	8
	Female	*****	26
Ever	Male	*****	29
	Female	*****	39



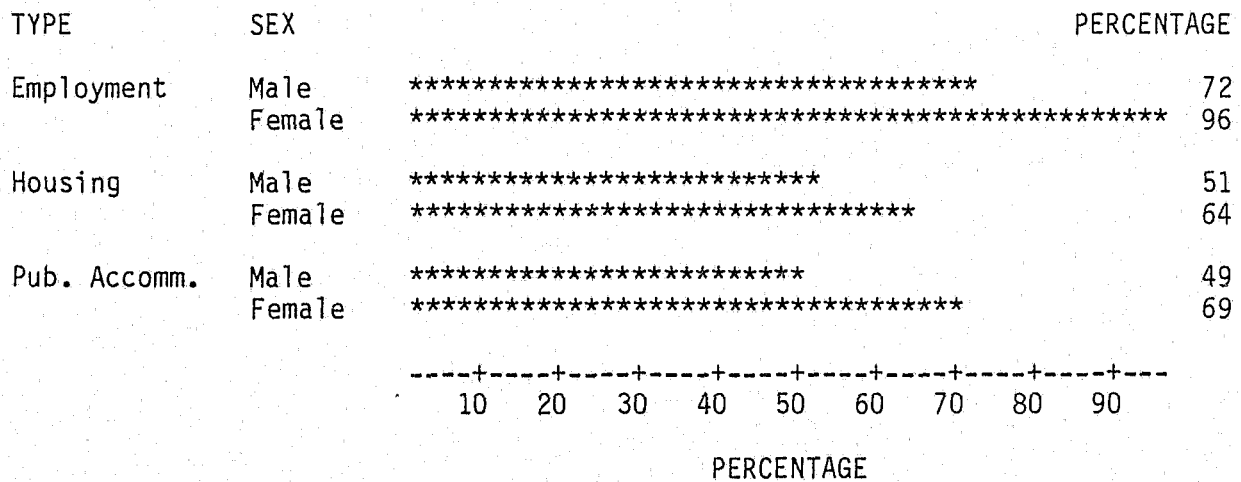
PERCENTAGE

As Figure 7 indicates, survey participants reported substantial levels of discrimination. After passage of the Fair Practices Act amendment, 8% of the males in the sample and 26% of the females experienced at least one form of discrimination in violation of the law.¹ Overall, 29% of the males in the sample and 39% of the females reported that they were victims of discrimination at some point in their lives.

Fear of Discrimination

In addition to the direct forms of discrimination lesbians and gays experience, many are also victimized by fear of discrimination. Survey participants were asked whether they fear employment, housing, or public accommodations discrimination in spite of the Fair Practices Act amendment which outlaws such discrimination. The results for these questions are shown in Figure 8.

FIGURE 8: PERCENTAGES OF RESPONDENTS WHO FEAR THEY COULD EXPERIENCE DISCRIMINATION



¹This sex difference is statistically significant, $\chi^2[1] = 8.8, p < .01$

As Figure 8 indicates, large majorities of respondents continue to fear discrimination despite the existence of legal safeguards. Females in the sample reported consistently higher levels of fear. Sex differences are statistically significant for fear of employment discrimination (72% of the males vs. 96% of the females)¹ and for fear of public accommodations discrimination (49% of the males vs. 69% of the females).²

Many of those who fear discrimination attempt to protect themselves from it by concealing their sexual orientation. Survey participants who reported that they fear a given form of discrimination were requested to indicate whether they conceal their sexual orientation "never," "sometimes," or "always" to avoid such discrimination. Figure 9 shows the findings for these questions. Individuals who always conceal their sexual orientation to avoid discrimination are indicated by the letter "A," while those who sometimes conceal their sexual orientation are indicated by the letter "S."

**FIGURE 9: CONCEALMENT OF SEXUAL ORIENTATION
BY THOSE WHO FEAR DISCRIMINATION**

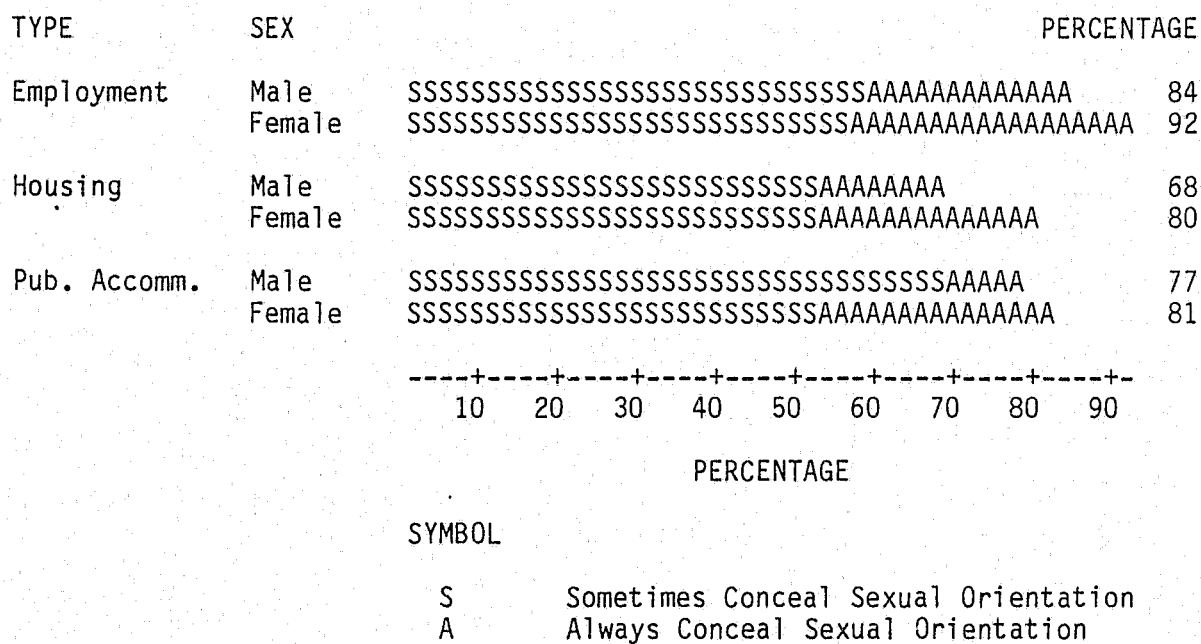


Figure 9 shows that large percentages of those who fear discrimination in turn conceal their sexual orientation to avoid discrimination. In general, among those who fear discrimination, higher percentages of females conceal their sexual orientation at least some of the time, and higher percentages of females conceal their sexual orientation all of the time. However, none of these differences is statistically significant.

¹This sex difference is statistically significant, $\chi^2[1] = 16.9$, $P < .001$

²This sex difference is statistically significant, $\chi^2[1] = 6.4$, $p < .05$

Further discussion of the discrimination findings will be presented later in the paper. We now turn to survey results concerning anti-gay/lesbian violence and harassment. It should be noted that discrimination and violence represent very different forms of victimization. While discrimination does not require a face-to-face encounter of perpetrator and victim, violence involves a direct confrontation. The bigotry which motivates anti-gay/lesbian discrimination can be hidden behind bureaucratic maneuvering, while anti-gay/lesbian violence involves an active expression of hatred. The impact on the victim can be equally severe for the two forms of victimization, but the actions of the perpetrator are often much more direct in the case of violence.

ANTI-GAY AND ANTI-LESBIAN VIOLENCE AND HARASSMENT

Survey participants were asked about acts of violence and harassment they experienced that were because of their sexual orientation and that were perpetrated by non-gay individuals. Respondents were asked to report separately victimization that occurred in the past year (March 1983 through February 1984) and victimization that occurred prior to that time. This time division permits the examination of both lifetime levels of victimization (summing across the two time periods) and annual levels of victimization (victimization in the past year).

Survey participants rarely responded "not applicable" to questions about violence and harassment. Consequently, a conservative approach was taken and "not applicable" responses are pooled with "no victimization" responses in the analyses that follow (i.e., "not applicable" responses are kept in the analyses).

Respondents who experienced a given form of violence or harassment were asked to specify the number of times such victimization occurred. Many individuals indicated that they could not provide an exact number of victimizations, so we are not able to use these data.

Annual Rates of Violence and Harassment

Survey participants were asked whether they experienced particular forms of violence or harassment in the preceding year (March 1983 through February 1984). These annual rates of victimization are shown in Figure 10. A summary category in Figure 10 ("Any Violence") indicates percentages of respondents who experienced at least one form of violent victimization in the preceding year other than verbal abuse. Verbal abuse is excluded from this summary variable because all of the other categories included represent clear violations of the Pennsylvania Crime Code. Verbal abuse is not necessarily a criminal offense. The "Any Violence" category therefore indicates percentages of individuals who experienced criminal violence in the preceding year that is at least as serious as being threatened with physical harm.

FIGURE 10: GENERAL VIOLENCE AND HARASSMENT IN THE PRECEDING YEAR

TYPE	SEX		PERCENTAGE
Verbal Abuse	Male	*****	48
	Female	*****	39
Threats of Viol.	Male	*****	13
	Female	***	6
Objects Thrown	Male	****	7
	Female	**	3
Chased/Followed	Male	****	8
	Female	**	4
Spit at	Male	**	3
	Female	**	3
Punched/Beaten	Male		0
	Female	*	1
Weapon Assault	Male	***	5
	Female		0
Arson/Vandalism	Male	*	2
	Female	**	4
Sexual Assault	Male	*	1
	Female		0
Any Violence ¹	Male	*****	24
	Female	*****	10

As indicated in Figure 10, 24% of the males and 10% of the females in the sample reported that they experienced criminal violence during the preceding year because of their sexual orientation. In addition, 48% of the males and 39% of the females reported that they were verbally abused during that time period. In general, males reported higher annual levels of violence and harassment than females. However, only the sex difference in overall level of criminal violence is statistically significant.²

¹This category excludes verbal abuse.

²The sex difference is statistically significant, $\chi^2[1] = 5.8, p < .05$

Lifetime Rates of Violence and Harassment

Figure 11 shows lifetime rates of violence and harassment for females and males in the sample. Again, the "Any Violence" category indicates percentages of respondents who experienced some form of violent victimization other than verbal abuse.

FIGURE 11: LIFETIME PERCENTAGES OF GENERAL VIOLENCE AND HARASSMENT

TYPE	SEX	PERCENTAGE
Verbal Abuse	Male	85
	Female	74
Threats of Viol.	Male	39
	Female	22
Objects Thrown	Male	34
	Female	9
Chased/Followed	Male	28
	Female	21
Spit at	Male	16
	Female	6
Punched/Beaten	Male	16
	Female	4
Weapon Assault	Male	6
	Female	1
Arson/Vandalism	Male	10
	Female	10
Sexual Assault	Male	5
	Female	4
Any Violence ¹	Male	63
	Female	39

PERCENTAGE

¹This category excludes verbal abuse.

Extremely high percentages of respondents experienced violence or harassment at some point in their lives because of their sexual orientation: 39% of the females in the sample and 63% of the males were victims of criminal violence. Furthermore, 74% of the females and 85% of the males were verbally abused because of their sexual orientation.

Males in the sample reported consistently higher levels of violence and harassment. Sex differences are statistically significant¹ for verbal abuse, threats of violence,² thrown objects,³ being spit at,⁴ being punched, hit, kicked or beaten,⁵ and overall criminal violence.

Police Violence and Harassment

Figure 12 and Figure 13 show annual and lifetime levels of police violence and harassment. Survey participants were asked about four forms of police abuse: verbal abuse, threats of violence, physical assault, and other abuse. A fifth category ("Any Abuse") indicates percentages of individuals who experienced at least one of the four forms of police abuse. It should be noted that the police abuse summary variable includes verbal abuse, while the general harassment and violence summary variable shown in the previous section excludes it. The two summary variables were constructed differently because they are intended to serve different purposes. The general harassment and violence summary variable is meant to indicate overall levels of anti-gay/lesbian violent victimization that is in violation of criminal law. However, the police abuse summary variable and other summary variables that follow are intended to indicate levels of victimization of any sort by authority figures and significant others. While anti-gay/lesbian verbal abuse is not necessarily illegal, it can be an especially traumatic event when it is inflicted by a police officer, a relative, or a teacher. Consequently, verbal abuse is included in the summary variables for police abuse, family violence, and school victimization. It should also be noted that, while verbal abuse by police officers and teachers might not lead to criminal charges, it could lead to disciplinary action for unprofessional behavior.

¹The sex difference is marginally significant, $\chi^2[1] = 3.3, p < .10$

²The sex difference is statistically significant, $\chi^2[1] = 5.3, p < .05$

³The sex difference is statistically significant, $\chi^2[1] = 16.0, p < .001$

⁴The sex difference is statistically significant, $\chi^2[1] = 4.0, p < .05$

⁵The sex difference is statistically significant, $\chi^2[1] = 4.0, p < .05$

⁶The sex difference is statistically significant, $\chi^2[1] = 10.0, p < .005$

FIGURE 12: POLICE VIOLENCE AND HARASSMENT IN THE PRECEDING YEAR

TYPE	SEX		PERCENTAGE
Verbal Abuse	Male		0
	Female	*	1
Threats of Viol.	Male		0
	Female	*	1
Other Abuse	Male	***	6
	Female	**	3
Any Abuse	Male	***	6
	Female	**	3

PERCENTAGE

FIGURE 13: LIFETIME PERCENTAGES OF POLICE VIOLENCE AND HARASSMENT

TYPE	SEX		PERCENTAGE
Verbal Abuse	Male	****	8
	Female	*****	9
Threats of Viol.	Male	***	6
	Female	***	5
Phys. Assault	Male	*	1
	Female	*	1
Other Abuse	Male	*****	22
	Female	*****	14
Any Abuse	Male	*****	24
	Female	*****	16

PERCENTAGE

As shown in Figure 12, 6% of the males in the sample and 3% of the females reported that they experienced some form of police abuse in the preceding year because of their sexual orientation. Overall, 24% of the males in the sample and 16% of the females reported that they experienced police abuse at some point in their lives because they are lesbian or gay. None of the sex differences in reported levels of police abuse is statistically significant.

"Other Abuse" is the form of police abuse reported most frequently. Respondents indicated on their surveys that this "Other Abuse" includes police entrapment, unnecessary questioning, and other forms of harassment.

Family Violence and Harassment

Survey participants were asked whether mothers, fathers, sisters, brothers, or other relatives had ever verbally abused or physically assaulted them. Figure 13 shows summary results concerning lifetime levels of family harassment and violence. Again, the "Any Abuse" category shown in the figure includes verbal abuse since this variable is meant to reflect victimization of any sort by significant others.

FIGURE 14: LIFETIME PERCENTAGES OF FAMILY VIOLENCE AND HARASSMENT

TYPE	SEX		PERCENTAGE
Harassment	Male	*****	16
	Female	*****	22
Phys. Assault	Male	***	5
	Female	*	2
Any Abuse	Male	*****	16
	Female	*****	22

-----+-----+-----+-----+-----+-----+-----+-----+-----+-----+
 10 20 30 40 50 60 70 80 90
 PERCENTAGE

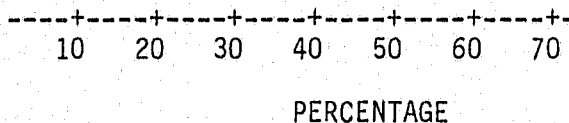
Overall, 22% of the females in the sample and 16% of the males reported that they experienced family violence or harassment. This victimization included physical assault for 5% of the males in the sample and 2% of the females. None of the sex differences is statistically significant.

Violence and Harassment in School

Survey participants were asked whether they experienced violence or harassment in junior high school, senior high school, or college. Four forms of victimization were considered: verbal abuse, threats of violence, physical assault, and other abuse. A fifth category, "Any Abuse," indicates individuals who experienced at least one of the four forms of victimization. Again, this summary variable includes verbal abuse. Figure 15 shows violence and harassment percentages for junior high school, for senior high school, and for the two schools combined. Figure 16 gives percentages for college. Figure 17 shows percentages of respondents who experienced victimization in at least one of the three school settings.

FIGURE 15: VIOLENCE AND HARASSMENT BY CLASSMATES OR TEACHERS DURING HIGH SCHOOL

			PERCENTAGE	SEX ¹ DIFFS.
VERBAL ABUSE				
Junior H.S.	Male	*****	30	p<.001
	Female	***	6	
Senior H.S.	Male	*****	41	p<.001
	Female	*****	12	
Either School	Male	*****	49	p<.001
	Female	*****	15	
THREATS OF VIOLENCE				
Junior H.S.	Male	****	7	p<.10
	Female	*	1	
Senior H.S.	Male	*****	17	p<.005
	Female	**	4	
Either School	Male	*****	20	p<.005
	Female	**	4	
PHYSICAL ASSAULT				
Junior H.S.	Male	**	3	N.S.
	Female		0	
Senior H.S.	Male	***	6	N.S.
	Female	*	1	
Either School	Male	*****	9	p<.05
	Female	*	1	
OTHER ABUSE				
Junior H.S.	Male	*****	9	p<.10
	Female	*	2	
Senior H.S.	Male	*****	10	N.S.
	Female	*****	9	
Either School	Male	*****	14	N.S.
	Female	*****	9	
ANY ABUSE				
Junior H.S.	Male	*****	31	p<.001
	Female	***	6	
Senior H.S.	Male	*****	41	p<.001
	Female	*****	12	
Either School	Male	*****	49	p<.001
	Female	*****	15	



¹This column shows the results of chi-square tests of sex differences in victimization. "N.S." indicates nonsignificant sex differences. Probability values (p-values) are given for differences that are statistically significant.

FIGURE 16: VIOLENCE AND HARASSMENT BY CLASSMATES OR TEACHERS DURING COLLEGE

TYPE	SEX	PERCENTAGE	SEX ¹ DIFFS.
Verbal Abuse	Male	*****	N.S.
	Female	*****	
Threats of Viol.	Male	****	p<.05
	Female	*	
Phys. Assault	Male	0	N.S.
	Female	0	
Other Abuse	Male	*****	N.S.
	Female	*****	
Any Abuse	Male	*****	N.S.
	Female	*****	

FIGURE 17: VIOLENCE AND HARASSMENT BY CLASSMATES OR TEACHERS DURING HIGH SCHOOL OR COLLEGE

TYPE	SEX	PERCENTAGE	SEX ¹ DIFFS.
Verbal Abuse	Male	*****	p<.005
	Female	*****	
Threats of Viol.	Male	*****	p<.001
	Female	***	
Phys. Assault	Male	*****	p<.05
	Female	*	
Other Abuse	Male	*****	N.S.
	Female	*****	
Any Abuse	Male	*****	p<.001
	Female	*****	

¹This column shows the results of chi-square tests of sex differences in victimization. "N.S." indicates nonsignificant sex differences. Probability values (p-values) are given for differences that are statistically significant.

As the three figures above indicate, substantial numbers of survey participants were victimized in school. Overall, 49% of the males and 15% of the females in the sample reported that they experienced violence or harassment because of their sexual orientation while they were in junior or senior high school. When victimization in college is added, 55% of the males and 29% of the females in the sample reported that they were victims of violence or harassment in some school setting.

In general, males in the sample reported much higher levels of violence and harassment in school than females. This is particularly true of victimization in junior and senior high schools; sex differences in victimization are less pronounced in college. Statistically significant sex differences are so indicated in the above three figures.

Reporting Violent Offenses to the Police

Survey participants were asked whether they ever experienced anti-gay or anti-lesbian violence, threats, or harassment in Philadelphia that could have been reported to the Police Department. A total of 11 females (14%) and 28 males (32%) responded affirmatively.¹ These individuals were then asked whether they did in fact report these offenses to the Philadelphia Police Department. Only 1 of the 11 females (9%) and 11 of the 28 males (39%) responded affirmatively.² In our sample, the vast majority of anti-gay and anti-lesbian violent victimization went unreported.

Fear for Safety Because of Anti-Gay and Anti-Lesbian Violence

Survey participants were asked whether they believe that anti-gay and anti-lesbian violence is prevalent enough to cause them to fear for their safety as gay men and lesbian women. A clear majority of the female respondents (59%) and nearly half of the male respondents (48%) answered affirmatively. This sex difference is not statistically significant.

Comparison of PLGTF Violence Findings to Those of Other Surveys

Several other surveys examining anti-lesbian and anti-gay violence have been carried out in the United States. Three studies asked questions similar to ours. While the sampling strategies and the survey instruments were not identical across the four studies, the results are surprisingly similar.

The three other studies were carried out by the following organizations: 1) The National Gay Task Force (in conjunction with cooperating groups in Atlanta, Boston, Dallas, Denver, Los Angeles, New York City, St. Louis, and Seattle), 2) The Wisconsin Governor's Council on Lesbian and Gay Issues, and

¹The sex difference is statistically significant, $\chi^2[1] = 7.9, p < .005$

²While the percentages are quite different in magnitude, the sex difference is not statistically significant because of the small number of cases involved.

3) The Maine Lesbian/Gay Political Alliance and the Maine Civil Liberties Union. Victimization percentages from the three studies along with those from the present study are shown in Table 3.

TABLE 3: COMPARISON OF FOUR STUDIES OF ANTI-GAY/LESBIAN VIOLENCE

SAMPLE CHARACTERISTICS	PLGTF ¹ STUDY	NGTF ² STUDY	WISCONSIN ³ STUDY	MAINE ⁴ STUDY
Total Sample Size	167	2074	213	323
Number of Females	80	654	75	147
Number of Males	87	1420	138	176
Percentage Female	48%	32%	35%	46%
Percentage Male	52%	68%	65%	54%
VICTIMIZATION PERCENTAGES				
Verbal Abuse	80%	86%	83%	84%
Threats of Violence	31%	44%	47%	45%
Objects Thrown	22%	27%	21%	26%
Chased or Followed	25%	35%	37%	38%
Spit at	11%	14%	13%	11%
Punched, Hit, Kicked, Beaten	10%	19%	23%	16%
Weapon Assault	4%	9%	10%	10%
Arson or Vandalism	10%	19%	20%	20%
Victimization by Police	20%	20%	24%	48%
Victimization in School	33%	37%	38%	37%

The percentages from the four studies are quite similar. While the PLGTF victimization percentages tend to be a bit lower than those from the other three studies, there are two possible explanations for this. First, the PLGTF study is the one that comes closest to having equal numbers of male and female participants. Males are overrepresented in the other samples (particularly the NGTF and Wisconsin samples), and, because males tend to have higher rates of violent victimization than females, it would therefore be expected that

¹The Philadelphia Lesbian and Gay Task Force

²The National Gay Task Force

³The Wisconsin Governor's Council on Lesbian and Gay Issues

⁴The Maine Lesbian/Gay Political Alliance and the Maine Civil Liberties Union

percentages would be higher in these other studies.¹ A second possible explanation is that percentages were computed more conservatively in our study than in the other studies. While "Not Applicable" responses were excluded from analyses in the other studies, they were retained in analyses in our study and they were pooled with the "No Victimization" responses. This coding decision would tend to make victimization percentages lower in our study than in the other studies. That is not to say that percentages are inflated in the other studies, but rather that we decided to calculate the most conservative, baseline estimates possible. The actual victimization rates for Philadelphia might be higher than our estimates.

In general, victimization percentages are quite similar across the four studies. It appears that anti-gay/lesbian violence is a pervasive problem across geographic regions of the United States.

DISCUSSION

The present study is the first systematic examination of anti-gay and anti-lesbian victimization in Philadelphia. Our findings indicate that Philadelphia lesbians and gays, like their counterparts in other cities, experience substantial amounts of anti-gay and anti-lesbian violence and discrimination. However, it must be reiterated that, while the victimization percentages we found are quite high, they probably underestimate the true magnitudes of these problems in Philadelphia. For two reasons, it is likely that the victimization rates for the general lesbian and gay population are even higher than those in our study: First, our sample is predominantly white, highly educated, and the mean age is 35. Statistics of the U.S. Department of Justice (1982) show that such individuals are among those in society least likely to be victimized. The poor, the unemployed, the young (age 12 to 24), the less educated, and those in racial minority groups tend to experience more victimization. Second, our study predated the current public hysteria over the disease AIDS. Reports from lesbian and gay organizations across the country suggest that anti-gay violence and discrimination are increasing dramatically because of AIDS phobia. It is unfortunately likely that, because of ignorance and overreaction to the disease AIDS, anti-gay victimization rates in Philadelphia will soon be higher than they were when we conducted our study.

¹At the present time, separate victimization percentages by sex are not available for all four studies. When they become available, a thorough comparison of the four studies will be carried out.

REVIEW OF SURVEY FINDINGS

Overall, 8% of the males and 26% of the females in the sample reported that they experienced discrimination in employment, housing, or public accommodations during the 18-month period following passage of the Fair Practices Act amendment which outlawed such discrimination in Philadelphia. Furthermore, 29% of the males and 39% of the females in the sample reported that they experienced anti-gay or anti-lesbian discrimination at some point in their lives. In addition to these direct forms of victimization, 72% of the males and 96% of the females in the sample reported that they continue to fear employment discrimination in spite of the protections provided by the Fair Practices Act amendment. Among these individuals, 84% of the males and 92% of the females conceal their sexual orientation on the job at least some of the time to avoid employment discrimination.

Levels of violent victimization reported in our survey are also extremely high: 10% of the females and 24% of the males in our sample reported that just in the past year they experienced some form of criminal violence because of their sexual orientation. According to the 1980 edition of the U.S. Department of Justice's report, Criminal Victimization in the United States, among residents of large metropolitan areas in the U.S., 2.8% of the females and 6.0% of the males reported that they experienced crimes of violence in 1980. Thus, the rates of violent victimization reported in our sample are roughly four times higher than those of the general, U.S., urban population. This comparison becomes even more striking when one considers that the U.S. Government study records all crimes of violence, while members of our sample were instructed to report only those victimizations that were because of their sexual orientation and that were perpetrated by non-gay individuals. If violent crimes unrelated to sexual orientation were taken into account, the violent victimization rate in our sample would exceed that of the general, U.S., urban population by even more than a ratio of four to one.

In our sample, almost two fifths of the females (39%) and two thirds of the males (63%) reported that they experienced criminal violence at some point in their lives because of their sexual orientation. In addition, 74% of the females and 85% of the males reported that they were verbally abused because they are lesbian or gay. Lifetime levels of violence and harassment in specific settings are also quite high: 16% of the females and 24% of the males reported that they experienced police abuse because of their sexual orientation; 22% of the females and 16% of the males experienced violence or harassment by family members; 29% of the females and 55% of the males were victimized in school (including college) because of their sexual orientation.

The findings listed above are quite similar to those of studies carried out in other parts of the country (see pages 30-32).¹ It is clear that violence and discrimination against lesbians and gays are major problems in Philadelphia and across the United States.

¹These studies also predated the AIDS crisis and do not reflect any attendant increase in anti-gay victimization.

SEX DIFFERENCES IN RATES OF VICTIMIZATION

In general, females in the sample tended to report higher levels of discrimination than males, while males tended to report higher levels of violent victimization. This pattern of findings parallels the situation in the general population, where most discrimination involves women as victims and most violent crime is between men.

The discrepancy between females and males in rates of victimization is particularly pronounced for junior and senior high school violence and harassment. One possible explanation is that males in our sample on average reported that they first recognized their sexual orientation at age 15.8, compared to an average age of 21.7 for females in the sample. Thus, a greater percentage of males acknowledged their sexual orientation while they were in high school, and therefore a greater percentage of males were at risk of victimization at that time.

VICTIMIZATION NOT REPORTED TO AUTHORITIES

In September 1982, the Philadelphia Fair Practices Act was amended to prohibit discrimination in employment, housing, and public accommodations on the basis of sexual preference. The Philadelphia Commission on Human Relations (PCHR) is the agency charged with enforcement of this anti-discrimination legislation. Violence against lesbians and gays (and all citizens) is outlawed by the Pennsylvania Crime Code. The Philadelphia Police Department and the Philadelphia Courts are charged with enforcement of this anti-violence legislation in Philadelphia.

While these official channels exist for reporting violence and discrimination, our results indicate that victims rarely make use of them. Most of the victimization uncovered in our survey was not reported to the authorities. Only 39% of the males and 9% of the females in our sample who experienced violence or harassment in Philadelphia ever reported these offenses to the Philadelphia Police Department. The PCHR has informed us that only 21 cases of anti-gay or anti-lesbian discrimination were brought to their attention in the first 18 months after passage of the Fair Practices Act amendment. Yet, just in our sample of 167 survey participants, 23 individuals stated that they experienced discrimination during that time period. Given that our sample is only a small fraction of the lesbian and gay population of Philadelphia, it is clear that the vast majority of cases of anti-gay/lesbian discrimination in this city are not reported to the authorities.

A number of respondents wrote comments on their surveys indicating that they failed to report victimization to the authorities because they could not risk identifying themselves as lesbian or gay. Others stated that they did not make official reports because they believed they would receive an indifferent or even a hostile response from the authorities. It appears that this belief is not entirely unjustified since 16% of the females and 24% of the males in our sample indicated that they have been victims of police violence or police harassment.

THE PHILADELPHIA LESBIAN AND GAY TASK FORCE HOTLINE PROJECT

To address the problem of anti-gay and anti-lesbian victimization, the Philadelphia Lesbian and Gay Task Force recently established a violence and discrimination Hotline. The Hotline provides victims of violence and discrimination with information and referrals. Individuals who are reluctant to report victimization to the authorities find in the Hotline an alternative where they are assured that they will be treated with dignity and where their confidentiality needs will be respected. The Hotline collects data on anti-gay and anti-lesbian victimization to identify violence and discrimination problem areas in the city of Philadelphia. The Hotline Project is developing communication between the police department, the courts, the schools, the media, victim service agencies, and lesbian and gay organizations to begin seeking remedies for anti-gay and anti-lesbian victimization.

REMAINING RESEARCH QUESTIONS

While our survey and other studies have provided a great deal of information about anti-gay and anti-lesbian violence and discrimination, a number of research questions remain that should be addressed by researchers, lesbian and gay organizations, government policymakers, and victim service agencies:

1) What are the causes of anti-gay and anti-lesbian discrimination and violence? Why is it so widespread in our society? What motivates those who engage in these acts? What can be done to discourage this behavior?

2) What are the particular needs of lesbian and gay victims of violence and discrimination? (Clearly these needs will vary depending upon the confidentiality concerns and age of the victim.) Why is so little victimization reported to the authorities? What changes should the authorities and victim service agencies make to increase the rate of reporting and to better meet the needs of lesbian and gay victims?

3) What are the nature and extent of anti-gay and anti-lesbian homicide?¹ (This question could not be examined in our study since homicide victims cannot be surveyed.)

POLICY RECOMMENDATIONS²

Based upon the findings of our survey and other studies, we submit to officials in government, education, and the media the following policy recommendations:

¹Some research on murders of gay men has been carried out by Laud Humphreys (1980).

²We are indebted to the National Gay Task Force and its study, Anti-Gay/Lesbian Victimization, from which much of the material in this section was drawn.

1) Comprehensive Civil Rights Legislation. In September 1982 the Philadelphia Fair Practices Act was amended to prohibit discrimination in employment, housing, and public accommodations on the basis of sexual orientation. This legislation was a promising first step, but lesbians and gays are still not given the full range of civil rights protections extended to other groups in Philadelphia. For example, businesses and organizations that provide services to the city are permitted to discriminate on the basis of sexual orientation, while they are not permitted to do so on the basis of race, religion, gender, and many other criteria. Another area where civil rights are not guaranteed is in the granting of child custody. As long as lesbians and gays continue to face risks by "coming out," many will choose not to report cases of anti-gay/lesbian violence, harassment, intimidation and discrimination. Thus, the government, by not guaranteeing full civil rights, serves as an unwitting accomplice of those who victimize lesbians and gays.

2) Legislation to Combat Bias Crimes. In response to a disturbing increase in racial and religious bias crimes in recent years, 29 states have passed laws which increase penalties for certain offenses motivated by bigotry and/or enable victims of such crimes to initiate civil suits against the perpetrators. Anti-gay/lesbian crimes are no less heinous than crimes against other minority groups. Therefore, legislation aimed at deterring bias incidents should be extended to specifically protect lesbian and gay people. Pennsylvania has enacted a law which increases penalties for violent crimes or vandalism where it is demonstrated that the act was motivated by hatred of the victim's race, color, religion, or national origin. This legislation should be broadened to cover anti-gay and anti-lesbian crimes.

3) Improved Law Enforcement and Facilitation of Bias Crime Reporting. Tougher laws cannot be effective in deterring victimization if they and existing legislation are not adequately enforced and if victims fail to report crimes. The justice system should give the same priority to anti-gay/lesbian victimization that it accords other cases of violence and discrimination. Unfortunately, our survey and other studies found many cases where law enforcement officers were unsympathetic to lesbian and gay victims and where judges gave less severe punishment to perpetrators of anti-gay and anti-lesbian crimes. Training programs and the hiring of gay and lesbian staff members should be instituted to make the justice system more responsive to lesbian and gay victims. In particular, specially trained personnel should be assigned to neighborhoods with high concentrations of lesbian and gay residents or lesbian and gay businesses. Law enforcement officers and other members of the justice system who are abusive towards lesbians and gays should be identified and disciplinary action should be taken. Programs should be developed to inform lesbian and gay people of their rights and to facilitate the filing of bias crime reports. Regular meetings of representatives of the justice system and representatives of the gay and lesbian community should be held to identify violence and discrimination problem areas and to develop prevention strategies. The Task Force Hotline Project and the data it collects should be of great use in these efforts.

4) Collection of Official Statistics on Bias Crimes. In its 1983 statement, Intimidation and Violence: Racial and Religious Bigotry in America, the U.S. Commission on Civil Rights states that "federal and state authorities should develop workable reporting systems that will produce an accurate and comprehensive measurement of the extent of criminal activity that is clearly

based on racial and/or religious motivations Such data are needed to measure trends, develop preventative programs, allocate resources and adjust public policy." After extensive lobbying by the National Gay Task Force, the Commission agreed in 1985 to instruct its state advisory committees to examine crimes motivated by anti-gay and anti-lesbian bigotry as well. The Pennsylvania Advisory Committee should undertake such a study. In addition, police departments and other law enforcement agencies should collect and analyze data on anti-gay and anti-lesbian victimization. While many victims of such violence and discrimination choose not to report offenses to the authorities or else decline to reveal their sexual orientation, if such information is made available, it should be recorded (in a way that respects the confidentiality needs of the victim). Such data will help inform law enforcement officers about the nature and extent of anti-gay/lesbian crimes and improve their ability to investigate and prevent them.

5) Adequate Services for Lesbian and Gay Victims. Philadelphia has many community and social service agencies which aid crime victims. Staff members of these agencies should be trained to be responsive to the particular needs and concerns of lesbian and gay victims. Special attention should be given to the needs of lesbian and gay youth. Employees who are hostile or abusive towards lesbians and gays should be identified, and disciplinary action should be taken. Agency programs and services should be publicized to the lesbian and gay community, and a working relationship with lesbian and gay support groups should be developed. Agencies should cooperate with projects like the Task Force Hotline that collect data on anti-gay and anti-lesbian victimization.

6) Education Programs. Programs to aid gay and lesbian victims will be of limited value if there is no accompanying attempt to change attitudes and beliefs which lead to the perpetration of anti-gay and anti-lesbian crimes. Just as forums and workshops have been held across the country to address problems related to racial, religious, and gender bias, similar programs should be instituted to combat victimization related to sexual orientation. Since schools, religious institutions, and the media have great influence in our country, they should be enlisted to persuade members of society that victimization of gays and lesbians is immoral, illegal, and intolerable. While some members of the clergy might object to homosexuality, they should make it clear to their congregations that victimization of lesbians and gays is not justified under any circumstances. Schools and the media should cooperate with lesbian and gay organizations to provide the public with accurate information about homosexuality to diminish the fear and hatred which can lead to anti-gay and anti-lesbian victimization. Special efforts should be made to educate the public about AIDS to avoid the misplacement of blame on the gay community for this disease. If current myths about AIDS are allowed to persist, it is likely that the already substantial amounts of violence and discrimination inflicted on gay and lesbian people will increase further.

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PHILADELPHIA LESBIAN AND GAY TASK FORCE

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March 1, 1984

Dear Task Force member,

On the reverse side of this letter begins a questionnaire which will provide the Task Force with important information about discrimination, violence and harassment directed against lesbian women and gay men in Philadelphia. This documentation will be used in our appeals to government departments responsible for remedying the situation, and it will also help us in establishing program priorities for 1984 and 1985. The validity of our assessment depends upon your full and honest participation.

While we greatly value the affiliation of our non-gay members with the Task Force, the thrust of this questionnaire is violence, harassment and discrimination directed against gay men and lesbian women. We encourage our non-gay members to complete the survey, but in most instances they will have to respond "not applicable" to the questions.

We hope that all of our members will complete the survey and return it to us promptly so that we can begin to make use of our findings. It would be helpful if you would provide your name and address for possible follow through on your responses. We assure you that your answers will remain strictly confidential. However, if you prefer, you may keep your survey anonymous by omitting this information on the last page. In any event, please give us the 15 minutes of your time needed to complete the questionnaire, and return it to the Task Force by March 20, 1984 at the very latest in the stamped, self-addressed envelope provided.

Rita Addessa

PHILADELPHIA LESBIAN AND GAY TASK FORCE MEMBERSHIP SURVEY

General Membership Information

The following information will help us assess the representativeness of our sample, and also will help us examine whether certain factors are related to discrimination, harassment and violence.

AGE: _____ GENDER: Male [] Female []
 RACE: Black [] Caucasian [] Hispanic [] Other []
 EDUCATION (please give highest grade or degree completed): _____
 COUNTY OF EMPLOYMENT (mark N.A. if not applicable): _____

EMPLOYMENT SITUATION (check only one box):
 a large corporation [] a nonprofit organization []
 a medium sized business [] self-employed []
 a small business [] student []
 a government agency [] unemployed []
 other (please specify) _____

OCCUPATION: _____
 PREVIOUS RELIGIOUS AFFILIATION (if any): _____
 CURRENT RELIGIOUS AFFILIATION (if any): _____
 SEXUAL IDENTITY: Lesbian or Gay [] Bisexual [] Heterosexual []

If you are lesbian, gay or bisexual, how old were you when you recognized this?
 Age _____ Can't Specify [] Not Applicable []

Are you or were you ever legally married? No [] Yes []

Do you have any children? No [] Yes [] If "yes," how many? _____

Is your mother aware you are lesbian or gay? No [] Yes [] Not Applicable []
 Is your father aware you are lesbian or gay? No [] Yes [] Not Applicable []

What portion of each of the following groups is aware you are lesbian or gay?

	<u>None</u>	<u>Some</u>	<u>All</u>	<u>Not Applicable</u>
Brother(s)	[]	[]	[]	[]
Sister(s)	[]	[]	[]	[]
Other Relatives	[]	[]	[]	[]
Friends	[]	[]	[]	[]
Neighbors	[]	[]	[]	[]
Co-workers	[]	[]	[]	[]
Supervisors	[]	[]	[]	[]
Clients/Customers	[]	[]	[]	[]

Are you part of a lesbian or gay couple? No [] Yes []

If "yes," how long have you been together in this relationship? _____

If "yes," do you live at the same residence? No [] Yes []

How frequently do you go to lesbian or gay bars, baths or similar establishments (please give only one number or check mark)?

_____ time(s) per week _____ time(s) per month
 _____ time(s) per year [] never

Discrimination Documentation¹

In this section we are interested in documenting cases of discrimination in employment, housing and public accommodations on the basis of sexual orientation. In particular, we want to determine the number of people who experienced discrimination prior to passage of the Philadelphia ordinance prohibiting such discrimination and the number of people who still experience discrimination since its passage. You should place two check marks on each line, indicating whether you experienced discrimination in each time period. If a particular situation did not or does not apply to you, then check "N.A." (not applicable).

	<u>Prior to Sept. 1982</u>			<u>Since Sept. 1982</u>		
	<u>No</u>	<u>Yes</u>	<u>N.A.</u>	<u>No</u>	<u>Yes</u>	<u>N.A.</u>
<u>Employment Discrimination</u>						
<u>Because of Your Sexual Orientation</u>						
Hiring	[]	[]	[]	[]	[]	[]
Promotion	[]	[]	[]	[]	[]	[]
Termination	[]	[]	[]	[]	[]	[]
Performance Evaluation	[]	[]	[]	[]	[]	[]
Lost clients/customers	[]	[]	[]	[]	[]	[]
<u>Housing Discrimination</u>						
<u>Because of Your Sexual Orientation</u>						
Purchase	[]	[]	[]	[]	[]	[]
Rental	[]	[]	[]	[]	[]	[]
Insurance Procurement	[]	[]	[]	[]	[]	[]
Mortgage Procurement	[]	[]	[]	[]	[]	[]
<u>Public Accommodations Discrimination</u>						
<u>Because of Your Sexual Orientation</u>						
Restaurants	[]	[]	[]	[]	[]	[]
Bars	[]	[]	[]	[]	[]	[]
Hotel/Motel	[]	[]	[]	[]	[]	[]
Other	[]	[]	[]	[]	[]	[]

¹Some of these questions were drawn from a New Jersey Lesbian and Gay Coalition survey on discrimination.

Does your place of employment have its own policy of nondiscrimination on the basis of sexual orientation? No Yes Don't Know Not Applicable

If "yes", is this nondiscrimination policy publicized in any of the following ways?

	<u>No</u>	<u>Yes</u>	<u>Don't Know</u>	<u>Not Applicable</u>
Employment Application Forms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee Publications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management Publications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Union Publications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bulletin Boards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In spite of the Philadelphia ordinance prohibiting discrimination:

Are you afraid you could experience employment discrimination anyway because you are lesbian or gay? No Yes Not Applicable

If "yes," do you conceal your sexual orientation because of this fear? Never Sometimes Always

Are you afraid you could experience housing discrimination anyway because you are lesbian or gay? No Yes Not Applicable

If "yes," do you conceal your sexual orientation because of this fear? Never Sometimes Always

Are you afraid you could experience public accommodations discrimination anyway because you are lesbian or gay? No Yes Not Applicable

If "yes," do you conceal your sexual orientation because of this fear? Never Sometimes Always

Anti-gay/lesbian Violence Documentation²

In this section we are interested in documenting cases of violence or harassment directed against you by non-gay individuals because of your sexual orientation. We want you to specify separately violence which occurred in the past year and violence which occurred prior to that time. This information will enable us to examine annual and lifetime rates of anti-gay/lesbian victimization. For each question below, indicate whether you experienced the particular form of anti-gay/lesbian violence or harassment in each time period. If you did experience it, then also indicate how many times it occurred (estimate this number if necessary). If the question does not pertain to you then check "N.A." (not applicable).

²Some of these questions are drawn from a National Gay Task Force survey on anti-gay/lesbian violence. We will compare the data we obtain with NGTF's data from eight other cities.

	<u>Prior to March 1983</u>			<u>Since March 1983</u>			<u>N.A.</u>
	<u>No</u>	<u>Yes</u>	<u># of Times</u>	<u>No</u>	<u>Yes</u>	<u># of Times</u>	
Have you ever been called "faggot," "dyke," "sissy," "manhater," "queer," or other anti-gay/lesbian words by non-gay persons?	[]	[]	_____	[]	[]	_____	[]
Have you ever been <u>threatened</u> with physical violence by one or more non-gay person(s) because of your sexual orientation?	[]	[]	_____	[]	[]	_____	[]
Have <u>non-gay</u> people ever done any of the following to you <u>because of your sexual orientation</u> ?							
Thrown objects at you?	[]	[]	_____	[]	[]	_____	[]
Chased or followed you (either on foot or by car)?	[]	[]	_____	[]	[]	_____	[]
Spit at you?	[]	[]	_____	[]	[]	_____	[]
Punched, hit, kicked or beat you?	[]	[]	_____	[]	[]	_____	[]
Assaulted or wounded you with a weapon (gun, bottle, baseball bat, knife, etc.)?	[]	[]	_____	[]	[]	_____	[]
Committed arson or vandalism against your property?	[]	[]	_____	[]	[]	_____	[]
Have <u>non-gay</u> people sexually assaulted you <u>because of your sexual orientation</u> ?	[]	[]	_____	[]	[]	_____	[]
Did the <u>police</u> ever do any of the following to you <u>because of your sexual orientation</u> ?							
Call you anti-gay/lesbian names?	[]	[]	_____	[]	[]	_____	[]
Threaten you with violence?	[]	[]	_____	[]	[]	_____	[]
Physically assault you?	[]	[]	_____	[]	[]	_____	[]
Harass you in other ways?	[]	[]	_____	[]	[]	_____	[]

(if "yes," please specify these other ways) _____

Did any teachers or school officials in junior high school, high school or college (if applicable) ever do the following because they perceived you to be lesbian or gay? If they did not perceive you to be lesbian or gay, or if you did not attend such a school, then check "N.A." (not applicable). Please make three check marks per line--one for each school situation.

	<u>Junior High</u>			<u>High School</u>			<u>College</u>		
	<u>No</u>	<u>Yes</u>	<u>N.A.</u>	<u>No</u>	<u>Yes</u>	<u>N.A.</u>	<u>No</u>	<u>Yes</u>	<u>N.A.</u>
Call you anti-gay/lesbian names?	[]	[]	[]	[]	[]	[]	[]	[]	[]
Threaten you with violence?	[]	[]	[]	[]	[]	[]	[]	[]	[]
Physically assault you?	[]	[]	[]	[]	[]	[]	[]	[]	[]
Harass you in other ways?	[]	[]	[]	[]	[]	[]	[]	[]	[]

(if "yes," please specify these other ways) _____

What was your school situation in junior high school? (check all that apply)

- Phila. public school [] public school in other location []
- Phila. parochial school [] parochial school in other location []
- Phila. private school [] private school in other location []

What was your school situation in high school? (check all that apply)

- Phila. public school [] public school in other location []
- Phila. parochial school [] parochial school in other location []
- Phila. private school [] private school in other location []

Did you ever experience anti-gay/lesbian violence, threats or harassment in Philadelphia which could have been reported to the Philadelphia Police Department? No [] Yes [] N.A. []

If "yes," how many of these incidents did you in fact report to the Philadelphia Police Department? None [] Some [] All []

If you did not report one or more incident(s) to the Philadelphia Police Department, why didn't you report them? _____

If you did report incidents to the Philadelphia Police Department:

Did they know that you are lesbian or gay? No [] Yes [] N.A. []

How would you rate the overall performance of the police in dealing with the incident(s)? Excellent [] Good [] Fair [] Poor []

Do you have specific complaints about their dealings with the incident(s)? _____

Would you say that anti-gay/lesbian violence is prevalent enough to cause you to fear for you safety as a gay man or lesbian woman? No [] Yes [] N.A. []

Media Project Feedback

Have you seen any of the Task Force television public service messages?

Yes [] No [] If "yes", how many times? _____

If "yes", on which channels? _____

If "yes", what were the broadcast topics? _____

Have you heard any of the Task Force radio public service messages?

Yes [] No [] If "yes", how many times? _____

If "yes", on which stations? _____

If "yes", what were the broadcast topics? _____

General Feedback

Do you have any comments about this survey? _____

Do you have any comments about the Task Force and its current projects? _____

Do you have any new program recommendations for consideration by the board of directors? _____

Again, it would be useful to have your name and address for possible follow through on your responses. However, if you prefer to keep your survey anonymous, then omit this information below. Please return your completed survey to the Task Force in the stamped, self-addressed envelope provided.

NAME (please print) _____

ADDRESS (please print) _____

CITY _____ STATE _____ ZIP CODE _____

PHONE NUMBER (_____) _____

Thank you very much for helping the Task Force with this project.

APPENDIX II: "NOT APPLICABLE" RESPONSES TO DISCRIMINATION QUESTIONS

For each question about discrimination, Table 4 shows counts and percentages of survey participants who responded "not applicable."

In general, females in the sample were more likely to respond "not applicable" to questions about discrimination than males in the sample. This is particularly true of questions about employment discrimination. Unfortunately, clear guidelines were not provided in the survey about when one should respond "not applicable" for a given question. This was left to the discretion of the respondent, and we therefore cannot be sure that respondents used the same criteria for designating a situation as "not applicable." It is possible that some individuals in a given employment, housing, or public accommodations situation responded "not applicable" to questions about discrimination while others in a similar situation responded "no." We assume here that these errors balance out. However, future surveys should attempt to avoid this problem by clearly specifying when a situation is "not applicable." PLGTF is in the process of developing such a questionnaire.

TABLE 4: COUNTS AND PERCENTAGES OF INDIVIDUALS WHO RESPONDED "NOT APPLICABLE" TO QUESTIONS ABOUT DISCRIMINATION

	MALES		FEMALES		TOTAL		SEX ¹
	COUNT	%	COUNT	%	COUNT	%	DIFFS.
EMPLOYMENT DISCRIMINATION							
BEFORE SEPTEMBER 1982							
Hiring	17	19.5	28	35.0	45	27.0	p<.05
Promotion	19	21.8	29	36.2	48	28.7	p<.05
Termination	22	25.3	32	40.0	54	32.3	p<.05
Performance Evaluation	16	18.4	26	32.5	42	25.2	p<.05
Lost Clients or Customers	31	35.6	35	43.8	66	39.5	N.S.
Any Discrimination	13	14.9	26	32.5	39	23.4	p<.01
EMPLOYMENT DISCRIMINATION							
AFTER SEPTEMBER 1982							
Hiring	24	27.6	31	38.8	55	32.9	N.S.
Promotion	24	27.6	29	36.2	53	31.7	N.S.
Termination	29	33.3	32	40.0	61	36.5	N.S.
Performance Evaluation	17	19.5	27	33.8	44	26.4	p<.05
Lost Clients or Customers	35	40.2	33	41.2	68	40.7	N.S.
Any Discrimination	14	16.1	23	28.8	37	22.2	p<.05
HOUSING DISCRIMINATION							
BEFORE SEPTEMBER 1982							
Housing Purchase	42	48.3	46	57.5	88	52.7	N.S.
Housing Rental	21	24.1	27	33.8	48	28.7	N.S.
Insurance Procurement	32	36.8	41	51.2	73	43.7	p<.10
Mortgage Procurement	44	50.6	46	57.5	90	53.9	N.S.
Any Discrimination	19	21.8	26	32.5	45	27.0	N.S.
HOUSING DISCRIMINATION							
AFTER SEPTEMBER 1982							
Housing Purchase	48	55.2	46	57.5	94	56.3	N.S.
Housing Rental	28	32.2	30	37.5	58	34.7	N.S.
Insurance Procurement	37	42.5	41	51.2	78	46.7	N.S.
Mortgage Procurement	50	57.5	48	60.0	98	58.7	N.S.
Any Discrimination	25	28.7	26	32.5	51	30.5	N.S.
PUBLIC ACCOMM. DISCRIMINATION							
BEFORE SEPTEMBER 1982							
Restaurants	15	17.2	20	25.0	35	21.0	N.S.
Bars or Clubs	15	17.2	22	27.5	37	22.2	N.S.
Hotels or Motels	16	18.4	21	26.2	37	22.2	N.S.
Other	19	21.8	28	35.0	47	28.1	p<.10
Any Discrimination	14	16.1	19	23.8	33	19.8	N.S.
PUBLIC ACCOMM. DISCRIMINATION							
AFTER SEPTEMBER 1982							
Restaurants	13	14.9	18	22.5	31	18.6	N.S.
Bars or Clubs	13	14.9	21	26.2	34	20.4	p<.10
Hotels or Motels	16	18.4	23	28.8	39	23.4	N.S.
Other	19	21.8	29	36.2	48	28.7	p<.05
Any Discrimination	13	14.9	18	22.5	31	18.6	N.S.

¹This column shows the results of chi-square tests of sex differences in responding "not applicable" to questions about discrimination. "N.S." indicates sex differences that are not statistically significant. Probability values (p-values) are given for differences that are significant.