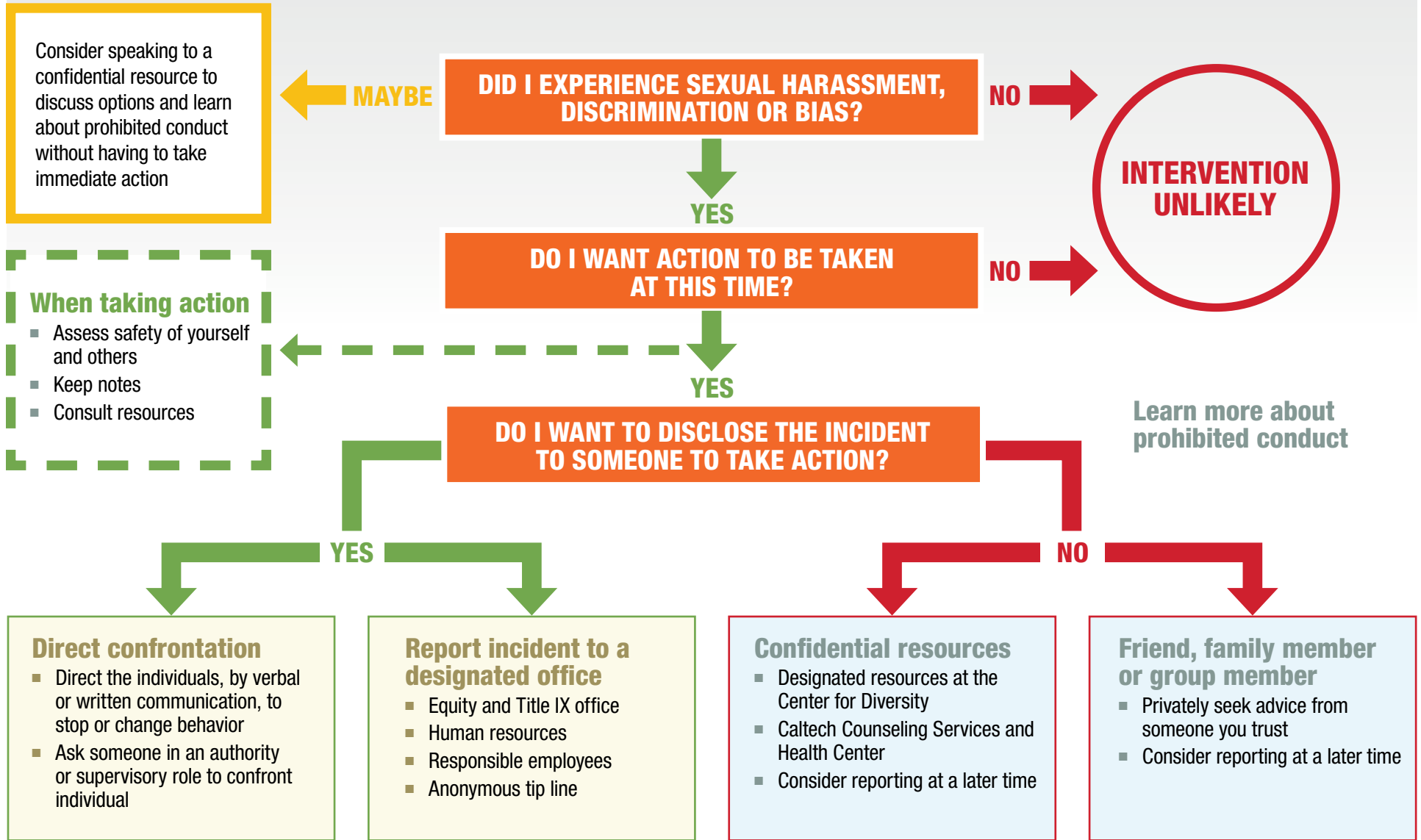


POTENTIAL ROUTES TO REPORTING*



*Adopted from L. Bowes-Sperry & A.M. O'Leary-Kelly. "To act or not to act: The dilemma faced by sexual harassment observers." *Academy of Management Review* (2005).