Definition of sexual harassment based on the Equal Employment Opportunity Commission (EEOC) guidelines (1980): *"Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when: 1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, 2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or 3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile or offensive working environment."*

Hostile Environment					Quid pro quo (Sexual coercion)
Gender Harassment		Unwanted sexual advances			
Impersonal	Personal		Personal		Personal
Verbal/Non-verbal	Verbal	Non-verbal	Verbal	Physical (Non-verbal)	Verbal/Non-verbal
			Examples		
Disseminate sexual/ sexist material	Stereotyping	Staring	Requests for dates	Hugging	Favoritism in exchange for sexual favours
Tell rumors	Compliments about appearance	Giving gifts	Requests for private meetings	Pinching	Promise for promotion in exchange or sexual favours
Hanging suggestive images in one's office	Sexual stories or jokes	Whistling	Request for romantic encounters	Touching	Make career advancement conditional on sexual relationship

Figure A1. : Classification scheme: examples of sexual harassment behaviors.

Note: Illustration of classification scheme of behaviors associated with sexual harassment used in textual analysis of the sample universities' sexual harassment policies with color coding.
Source: Gertsberg, 2022.
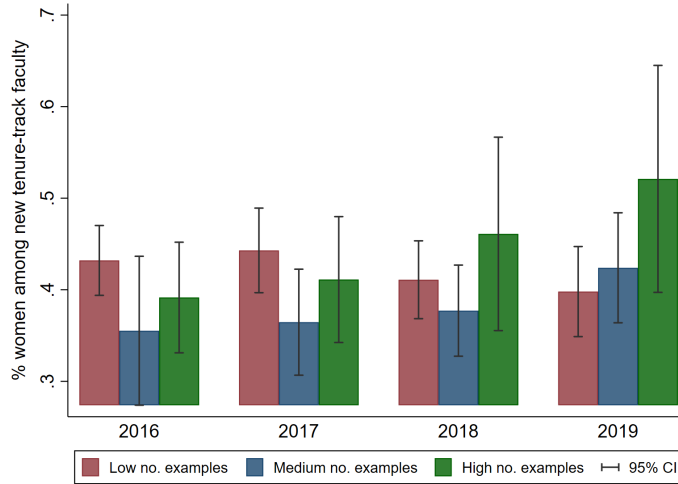
(a) Yearly share of women among tenure-track hires and policy specificity in universities with a more male-dominated full professor composition.
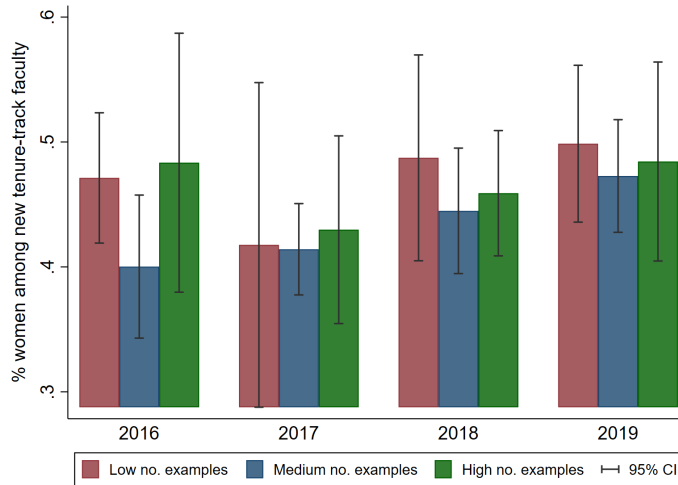
(b) Yearly share of women among tenure-track hires and policy specificity in universities with a less male-dominated full professor composition.

Figure A2. : Yearly share of women among tenure-track hires by the level policy specificity.

Note: The figure depicts the yearly average share of women among tenure-track hires with 95% confidence intervals in universities with: a) a more (top 40th percentile) male-dominated full professor composition, and b) a less (bottom 40th percentile) male-dominated full professor composition in a given year, based on the level of the previous year's policy specificity. Policy specificity is measured as the (log) number of behavioral examples in the sexual harassment definitions within university policies, split into terciles (low, medium, and high specificity).

Table A1—: Descriptive statistics

Variables	N	Mean	Sd	P25	P50	P75
Figure 1						
Year	480	2017	1.416	2016	2017	2018
No. of words	480	392.027	212.118	229.000	371.000	524.000
No. of behavior examples	480	35.983	18.655	22.000	34.000	49.500
No. of behavior examples: quid pro quo	480	14.075	6.408	11.000	13.000	18.000
No. of behavior examples: gender harassment	480	14.598	10.774	6.000	12.000	22.500
No. of behavior examples: unwanted sexual advances	480	7.310	4.565	4.000	6.000	10.000
Figure 2						
Post	480	0.400	0.490	0.000	0.000	1.000
Private university	480	0.344	0.475	0.000	0.000	1.000
No. of public cases (log)	480	0.810	0.835	0.000	0.693	1.386
Male field president	480	0.454	0.498	0.000	0.000	1.000
Female president	480	0.169	0.375	0.000	0.000	0.000
Red state	480	0.323	0.468	0.000	0.000	1.000
Large university	480	0.250	0.433	0.000	0.000	0.500
Top10 university	480	0.104	0.306	0.000	0.000	0.000
Table 1						
All departments						
Share men among full professors	301	0.735	0.048	0.704	0.728	0.770
Share women among tenure-track hires	301	0.439	0.117	0.375	0.437	0.500
No. of behavior examples (log)	301	3.459	0.546	3.178	3.497	3.892
Change no. of public cases (log)	301	0.056	0.560	0	0	0
Economics departments						
Share men among full professors	306	0.876	0.109	0.800	0.857	1
Share women among tenure-track hires	306	0.211	0.354	0	0	0.500
No. of behavior examples (log)	306	3.477	0.553	3.135	3.569	3.932
Change no. of public cases (log)	306	0.053	0.534	0	0	0

Note: The table shows descriptive statistics for all figures and table in the main manuscript.

Table A2—: Effect of Policy Length on Female Tenure-Track Faculty Hiring.

	All departments		Economics departments	
	More male-dominated	Less male-dominated	More male-dominated	Less male-dominated
Year 2017	-0.241	0.571	0.342	-0.159
	(0.172)	(0.518)	(0.683)	(0.906)
Year 2018	-0.444**	0.239	-1.141**	1.070
	(0.203)	(0.189)	(0.520)	(0.931)
Year 2019	-0.848***	0.229	0.168	0.797
	(0.245)	(0.256)	(0.781)	(1.240)
	(0.039)	(0.120)	(0.080)	(0.179)
Year 2017 x Log no. of words$_{t-1}$	0.047	-0.099	-0.030	0.027
	(0.030)	(0.085)	(0.116)	(0.156)
Year 2018 x Log no. of words$_{t-1}$	0.084**	-0.040	0.226**	-0.188
	(0.036)	(0.034)	(0.095)	(0.153)
Year 2019 Log no. of words$_{t-1}$	0.159***	-0.032	-0.012	-0.140
	(0.043)	(0.047)	(0.128)	(0.209)
Observations	134	167	143	163
R-squared	0.551	0.260	0.384	0.312

Note: Corresponds to Table 1 with the logarithm of the lagged no. of words in university sexual harassment policies as the main independent variable. Estimates from OLS regressions. The dependent variable is the yearly share of women among tenure-track hires. Columns 1 (2) and 3 (4) include the sub-sample of universities where the annual share of male full professors is equal to or above the 40th (is equal to or below the bottom 40th) percentile in terms of the sample average. Controls for the yearly number of university public sexual harassment incidents and university fixed-effects are included. Standard errors are clustered on university level.