

Fear of:		Other common factors:	
retaliation;	making an enemy;	embarrassment	complainant not knowing whether he/she will be supported;
being seen as a trouble-maker;	ridicule;	need to fit in;	friendship or romantic relationship with respondent;
being viewed as too sensitive;	whether male or female, being seen as not able to make it in a "man's world";	uncertainty as to whether behavior is worth mentioning;	racial differences;
getting the respondent in trouble;	hostility;	lack of communication skills;	cultural factors;
getting in trouble	being outnumbered;	not knowing what will happen if the matter is aired;	belief that the institution tolerates such behavior.
having misjudged the situation;	not being believed;	bad experiences with respondent's or administrator's responses;	power imbalance between parties;
seeming disloyal;	losing a friend;		intimidation;
hurting someone's feelings;	being seen as lacking a sense of humor;		
parent, partner or other getting involved.	creating conflict;		
	anger		