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Literature Review

Feminists have been the center stage of the development of policies and advocating for research on sexual harassment at the workplace for a very long time[[1]](#footnote-3). Recognition of the concern in sexual harassment, especially on women, takes a look into the work environment setting and the frequency at which sexual harassment occurs and thus highlights the key areas that should be assessed. In this way, direct focus on behavior as a part of the lines that can be drawn for which limitations are set is how workplace policy development is achieved. This gives a contextual definition to the term sexual harassment, pointing out the fact that different environments may have different definitions of sexual harassment; this means the company policy may also be problematic in addressing the issue. Therefore, the roles of key characteristics in the identification, protection and reporting sexual harassment are identified. In addition, it seems this helps in pointing out evidence of a population that tolerates sexual harassment, and through examples from research, gives evidence which is useful based on the reporting done by the alleged victims of Donald Trump.

Over time, the advocacy in sexual harassment issues has facilitated and supported many changes observed through the inclusion of procedures and policy adoption to facilitate comfortable working environments. This, however, does not mean that sexual harassment at the workplace has decreased, but it has provided room for reporting to be easier and for action to be taken. Victims of the crime seeking justice have arrived at the allegation and the role of the social circle in acknowledgment of this problem. The incorporation of these details adds to the general discussion of the understanding of the impact Donald Trump’s victims would have on the reevaluation of certain policies.

Similarly, globalization of the criminalization of sexual harassment of any form stems from the identification of a problem that is on the rise.[[2]](#footnote-4) Viewing sexual harassment as a health problem in a centralized locality, specifically at workplaces, raises the question of whether there have been any changes observed in the last two decades. Looking at the sexual orientation that has emerged in the last two decades, there is an evolution of the type and definitions of sexual harassment based on particular components. This has created a variation in sexual harassment types and hints at increased incidences instead of reduction, especially among the female population. However, in the male population, there is stagnation in cases reported[[3]](#footnote-5). Concrete evidence provided, suggests that the female population are more vulnerable and thus at a higher risk to sexual harassment due to the predominance in certain occupations. These occupations are considered to be male-oriented, for example, construction working. This has shown some of the women sexually harassed with their counterparts getting support rather than the indignation that result in distress. Looking through the main points in this reading, the vulnerabilities of women and exposure to the environmental factors facilitate their getting harassed, thus leading to discrimination since evidence suggests that the male counterparts do not receive the same treatment and are supported in doing their work. Legal, judicial and socio-psychological definition based on the environmental exposure, dictate that unwanted attention makes a hostile environment that is not easy to stomach and often creates an unproductive operation which, in the end, proves to be counterproductive. Many of these women have been shown to tolerate the small non-physical sexual harassment which has resulted in stress on their bodies like headaches and nausea[[4]](#footnote-6). The problem in itself has enabled the advocacy and development of the reduction of seriousness, rather than a cure , resulting in insight into the roles played by various parties in helping with the problem through the understanding of the phenomena and the analysis of data for complaints raised.

Over the years, the increase in education has encouraged more and more women to work in what was termed as the more male-oriented field. This has created an opportunity for growth and more support in terms of equity and has allowed for women to hold key positions of leadership and stability in the workplace. While this is seen as positive development, it has become one of the factors that drive them to be sexually harassed[[5]](#footnote-7). The power that they get in holding a higher position at work paradoxically is the underlying root of their problem. The higher position threatens the males who then feel the need to ‘equalize’ and therefore retaliate by either physically or verbally harassing the women as a means to even the odds in their favor. These dynamics pose a threat and thus environmental unfriendliness at the workplace. The vulnerability created by this opportunity creates an avenue for which women are forced to seem emotionally detached from their peers and to appear tougher and thus unapproachable. This perception makes them create a security wall that is often mistaken for being cold and unfeeling; a term often referred to as ‘bitchiness’ or ‘ice queen’. This in itself becomes another form of discrimination for the women in this position, resulting in a categorization of a certain “type” of woman that is sexually harassed. The case is not reflected on the men since if they appear cold, they are often regarded as being serious and business minded. The fact that more supervisory women have reported this issue shows the frequency of their being sexually harassed and an isolation that is uncomfortable. This might be one of the reasons why women choose to not report sexual harassment issues while still in their higher positions and only do so after they have left that company.

In order to grasp the dynamics of the situation from the perspective of gender, the quantitative measures of a workplace, sex, and gender lead to the development of an analytical model that provides linkage to all the factors described[[6]](#footnote-8). An in-depth description of the behaviors of the ‘predator’ and the ‘prey’ gives an explanation of the types of exhibited sexual harassment by the perpetrator and the reaction that is often seen in the victims. Through a research point of view, explanation of the approaches that many organizations and companies take in order to carefully identify the predatory behavior, as well as that of the victims, can lead to avoidance of this issue. Analysis of this aspect will help in understanding the basic concept behind the policy that may influence change in an organization to prevent cases similar to other sexual harassment cases. This may help in the development of policies that may lead to actual change in the protection of the working environments and increase the efficiency of advocacy on this issue. This can be done through many forms, one must first take the initiative of identifying, protecting and recognizing the problem before an individual is put within the working environment through a historical analysis of their social behavior, mindset and ability to integrate.

Historically, sexual harassment advocacy has been researched for over 30 years and contributed evidence of the behavioral patterns to be aware of. In cases of sexual harassment from the past, the availability of research in behavioral patterns tend to follow a trend for which the evidence can create a profile for the harasser and motive for his having done what he did. It is therefore useful in the research in noting the psycho-environment factors that may be useful in identification of victims and perpetrators, a relatable argument that can be directly applicable in the Donald Trump case.

In other instances, the vulnerability of women to sexual harassment is stemmed from an economic factor. In this aspect, income comes into play. Mature women are considered to be most of the victims in this category[[7]](#footnote-9). The position these women find themselves are one in which management has more power than them. More often than not, these women feel the need to let it happen to them in order to not jeopardize their income. In this aspect, the male in power’s behavior pattern demonstrates a growth in egoism until they no longer recognize what others feel. In this way, men holding the power believe that they are more in control of their surroundings and therefore mistakenly assume that women are more attracted to them. In making these assumptions, the men in power often end up sexually harassing women and regrettably pass it off as normal social behaviors.

Sexual harassment is seen in all genders and age groups. Men have also been sexually harassed in the workplace, but the number of men reporting it could never compare to that of women[[8]](#footnote-10). The position of women in tolerating sexual harassment, in order to keep their job, provides an insight into the undertones that come with the misuse of power. Given the historical evidence of sex as a means to subdue the victim, it similarly applies that those in position of power feel the need to subdue and show their power to the victims. These people continue to rule by fear, which they misinterpret as their ability to be above everyone else. In instances such as this, the men are seen to either want to touch, talk negatively and in a way seem to be intent on degrading females as a showcase of the power they hold. The places where people with the positions of power in their workplace in this controversial topic is usually defined by their economic capability, their rank, and their own character flaw which is directly linked to the social systems that have become enablers for them to attack. The degeneration of emotions that the harassers undergo as they gain power, points out their inability to understand that they too can be rejected. The environmental exposure gives an additional context to the outlook of the character development of the harasser and their driving factors as well as mindset. It helps in the comparative analysis of the case in question to similar cases that have been seen within the last few years and thus the development of a profile of vulnerabilities. Data displays information of psychological patterns that explore the mitigation measures. These measures can apply by many companies during staffing and development of human resource policies and regulations at a given time. It provides the emphasis on the continuous review of these policies and an evolutionary aspect into protection against sexual harassment at the workplace. It also helps as a check for those in a position of power and limits their ability to misuse that power once given.

The consideration for these aspects, therefore, pinpoints the gender seclusion in the harassment cases, work environment vulnerabilities, behavior analysis of characters holding the positions, and the dynamics of power as it plays in the definition of aspects of sexual harassment. Definitive motive action and reaction are played within the factors that are considered in these aspects[[9]](#footnote-11). As applicable to the Donald Trump case, the characteristic development shows all these factors. In public evidence, the man has already dismissed it as “locker room talk”, claimed the women were in love with him; he was in a position where he had employed this woman and thus power. Relating this to the reading gives an insightful study and development of this trend, as well as, behavioral analysis for proof of sexual harassment[[10]](#footnote-12).

Taking a case study from any part of the world such as Lebanon, gives context to define the problem as a worldwide phenomena thus giving a detailed view of environmental focus. Detailed focus on the lack of information on cases that have already occurred is a basis for the collection of the data and necessity that seems to be a challenge for many parts of the world. This creates a lack of records that should be publicly available, a lack of evidence to support the development of policies with a continuous evolutionary trend, and in inaccurate measure of the magnitude of sexual harassment as a crime. In Lebanon, the case study looks at the applicability of dynamics of power and gender as a role in the issue, therefore, the identification of the indicators in the workplace as compared to the Donald Trump’s case[[11]](#footnote-13). This also creates an analytical point of view for the research in identification of environmental vulnerabilities at the workplace as an additional outlook on the importance of data collection. This gives great support to the group reporting the Donald Trump case and provides the basis of highlighting the predatory behavior with similarity compared to other parts of the world in terms of the indicators of sexual harassment[[12]](#footnote-14). This provides a universal acceptance of the phenomena and need for action and can be applied in the development of laws and policies that help in governing and seeking of justice. As a result, the stereotypical analysis of behavior patterns in sexual harassment can be analyzed more to avoid the “locker room talk” type of ignorance[[13]](#footnote-15).

An examination of the versatility in the forms of sexual harassment by both genders with evidence, from a collection of a report in Australia, takes an analytical form in which there is a grouping of the complaint based on how similar they are and shows the ignorance that is defined within the “locker room talk” statement. The outlook created classified reports by women harassed by men as “typical’ complaints. Statistically, women harassment is higher as they tend to report it more often. However, the forms of sexual harassment is different in terms of physical, emotional and gender segregation, such that there is a development of a form of stereotypically placed behavior in the type of harassment on males or females within a social setting.

The stereotype in the form of sexual harassment has made it a human rights aspect by which the procedures that have been set, as well as the challenging aspects that may hinder realization or vulnerabilities that are present[[14]](#footnote-16). Discussion of both these forms of harassment with no regard for gender provides an unbiased observation of identification of definition, the most affected population and the versatile work environments that put victims in a vulnerable position. Through evidence, research is able to prove using statistics the variability that enables victimization, the legalities that are involved in protection and most importantly an explanation of why women are prone to more harassment than men and why they may often fail to report it[[15]](#footnote-17). By stressing on the work environment, measures of the efficacy sexual harassment policies at workplaces can be related to the case in question.

Age as a factor of discussion in sexual harassment takes a sensitive note on the vulnerability basis. This makes it so that the definition of sexual harassment is given on the basis of the limits that have been crossed and the actions for which the observer can relate that are deemed inappropriate. This makes it hard to understand the threshold for which sexual harassment can be understood and is dependent on the locality and the environmental limits that have been placed. Similarly, the cultural setting would define what the type and form of sexual harassment have been done. This makes it hard to exactly quantify the degree and measure of sexual harassment as it is a variability that seems to centers more on the emotions that are exhibited. However, intent has to be clear from the harasser and it is often hard to consider what is accidentally done when the harasser’s word is against that of the victim.

In conclusion, sexual harassment cannot be given a defined aspect but the environment that facilitates this can be very similar and concrete. By definition, sexual harassment involves the bullying which shows the availability of power on the harasser and the victimization of the second party. It also involves unwelcome attention that gives promises of rewards which in its definitive states shows how economic disability comes into play for many of the victims. Similarly, use of verbal conduct that is indicative of sexual nature is categorized in the definition which is seen as an attack on many of the women in a position of power and a vulnerability exposure as discussed. The effect on the victim finally cements the dynamics of victim-perpetrator exhibited in sexual harassment phenomena and very similar to the evidences pointed at Donald Trump’s case.

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