

## **CHAPTER TWO**

### **REVIEW OF LITERATURE**

This chapter reviews the literature along with a summary: (1) origin of sexual harassment, (2) three models of sexual harassment, (3) peer harassment, (4) relevant research, and (5) conclusion.

#### **2.1 ORIGIN OF SEXUAL HARASSMENT**

Sexual harassment is a manifestation of deeply held beliefs, attitudes, feelings, and cultural norms. It is predicated on sociocultural views and sex-role stereotypes that males are active, dominant and entitled to power while females are passive, nurturing, submissive, and powerless. In sexual matters, when females say no, they are taken to mean yes. Ignorance and insensitivity between people contribute to sexual harassment. This structure values males as stronger and more power than females. In the present, men are threatened by increasing competition from women in new roles and jobs, and they may be angry and use power to sexually harass. The roots of sexual harassment are located in the socialization of children and the development of gender identity. Family, school, and society all socialize children in ways that tend to devalue girls and foster sexual harassment. School personnel often assume the attitude that “boy will be boys” and do not take sexual harassment seriously (Judith, 1997).

#### **2.2 THREE MODELS OF SEXUAL HARASSMENT**

Sexual harassment is a complex behavior. Most theories and models describe sexual harassment as a way to obtain sex and/or to abuse or increase power. Tangri, Burt, and Johnson (cited in Judith, 1997) describe three models of sexual harassment based on an extensive review of the literature:

First, the Natural/Biological Model; it holds that sexual harassment is part of a natural attraction between the sexes that men have stronger sex driver that naturally predispose them to aggress sexually against women, but without discriminatory intent.

Second, the Organizational Model; it locates the cause of sexual harassment in institutional power structures, and the opportunity to harass is created by differences in power and position, leading the more powerful individual to extort various types of sexual gratification. Educational institutions have created opportunities for this model of sexual harassment because of their hierarchical structures.

Third, the Sociocultural Model; it argues that sexual harassment is seen as a manifestation of the patriarchal system (male dominant) that socializes us to male aggressive/female passive norms. For example, a society that rewards women for being passive facilitates sexual harassment by blaming women for their victimization and by putting pressure on them to avoid conflict.

## **2.3 PEER HARASSMENT**

Sexual harassment also can occur between colleagues of equal power or status (peer harassment). Peer harassment occurs between persons of equal status or power (student vs. student and teacher vs. teacher) and is the most frequent form of sexual harassment in a school and academia setting.

## **2.4 RELEVANT RESEARCH**

### **2.4.1 Sexual Harassment in Vietnam: A New Term for an Old Phenomena**

Khuat Thu Hong's research (2004) reports sexual harassment in Vietnam is accepted as normal and is not considered as violence against women and it is not the relationship of power between women and men. All women are at risk of sexual harassment, and all of them are expected to keep quiet with no reaction to the harassment. The sexual harassment has been occurring in Vietnam for a long time but it has never been considered as violence against women due to some Vietnamese traditions. In this research, sexual harassment among female students was a normal incident, some high school students revealed that many female students were sexual harassed by their peers. The male students always said "I'm kidding" when they did sexual harassment to female students who were angered with this behavior. Some students sexual harassed by their teachers had no idea to prosecute the perpetrator because Vietnamese society blames students who do not respect their teachers.

#### 2.4.2 Drawing the Line: Sexual Harassment on Campus

According to the national survey of undergraduate college students in the U.S.A. by Hill, C. and Silva, E. (2005), sexual harassment was a common incident on college campus, and most college students experienced some types of sexual harassment while at college, often during their first year. Half of college students had been the target of unwanted sexual comments, jokes, gestures, or looks. 11% of the students had been physically blocked, cornered or followed in a sexual way. 5% of undergraduate students had been forced to do something sexual other than kissing. Who were the abusers? 80% of the students experiencing sexual harassment were harassed by a student or a former student. 18% of the students said that they were sexually harassed by faculty and staff. About 7% of harassed students had been harassed by a professor. These experiences caused students, especially female students, to feel upset, uncomfortable, angry, and disappointed in their college experience. Some students responded to the situation by avoiding places on campus, changing their schedules, dropping classes or activities, or changing their lives to avoid sexual harassment.

#### 2.4.3 The Perception of Thai University Students on Sexual Harassment

Orapin Chuchom (2546) and her team surveyed sexual harassment on campus. The sample consisted of 5 undergraduate students, 76 graduate students, and 56 instructors (totaling 329) at Srinakharinwirot University. The finding of the research found that 64% of the students had experienced verbal harassment: dirty jokes by a professor. Female students were more likely to perceive the sexual behaviors as sexual harassment than males. Sexual harassment had negative effects on student's mental health and interfered with student's success. Female students were more likely to get negative effects from the sexual harassment than male students. The students sexually harassed by a professor avoided the professor as much as possible.

#### 2.4.4 Sexual Harassment

Wimna Thammapreecha (2533) surveyed sexual harassment of 6 groups of people (totaling 500 people: 450 women, and 50 men) consisting of students, teachers, government officials, state enterprise officials, employees in private firms, and domestic employees. The majority of them were females. The

finding was that 47% of the respondents experienced sexual harassment. Female respondents were more likely to be victims of sexual harassment than male, while students were a vulnerable group for sexual harassment. Females were more likely than males to consider sexual harassment as a serious incident which had negative effects on the victims.

## **2.5 CONCLUSION**

Sexual harassment is unwanted sexual behaviors which annoy or make other people feel uncomfortable. It can be in a form of verbal, non-verbal and physical harassment, and sexual coercion is considered as an extreme form of sexual harassment. Sexual harassment in education is unwelcome behavior of a sexual nature that interferes with a student's ability to learn, study, work or participate in school activities. Female students are more likely to be victims of sexual harassment.