

Research on the Current Situation and Solutions of Sexual Harassment

——Taking Adolescent Women and Middle-aged Women as Examples

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Abstract: Some sexual harassment is happening in school, while the regulation of sexual harassment in school is ambiguous, or even this concept is missing. The purpose of this paper is to protect the rights of sexually disadvantaged women to have a voice in society, explore measures and ways to establish a social protection system for women, and help women who have been sexually harassed to receive more social understanding and support. The paper aims to protect women's right to be heard in society, to help more women understand the measures to protect themselves from sexual harassment, and to raise social awareness of the topic of sexual harassment. The structure of this study is as follows: First, this paper will explore the existing policies to prevent sexual harassment on campus and in the workplace at home and abroad, identify the existing measures and their development process, and discover the unresolved problems and policy gaps. Secondly, the paper will investigate the attitudes and responses to sexual harassment of well-educated adolescents and experienced middle-aged people in the workplace, and analyze the behavior of the above groups to understand the current situation. By analyzing the behaviors of the above groups, people can understand the current situation, discover the natural responses of the sexually vulnerable groups under the existing policies and explore potential solutions to fill the gaps. Finally, by comparing the results of the interviews with the current rules and regulations, it is concluded that the existing system of sexual harassment prevention should be improved.

Keywords: teen sexual harassment, sexual harassment of middle-aged people, sexual harassment

1. Introduction

Since the Tangshan violence, the topic of sexual harassment and the protection of women's groups has begun to receive more widespread attention. There have always been many women who have been sexually harassed by people around them or by strangers, but the majority of female victims choose to remain silent after being sexually harassed. Unlike sexual violence, sexual harassment has become a social problem that is difficult to define, difficult to prove, and even more difficult to punish due to the existence of some cultural habits and unspoken rules in the workplace. With the

development of information network and the progress of social civilization, the conflict has become more prominent and acute, so providing care and help for sexually vulnerable people has become a social problem that needs to be solved.

At present, academics have conducted different kinds of research on sexual harassment, and there are also some specific comparisons and analyses of domestic and international policies on sexual harassment. For example, written laws in the United States to prevent sexual harassment in the workplace include Article 14 protections of the Federal Constitution, the Civil Code, and the Unemployment Compensation Act. In addition, the Guidance on Sexual Harassment in the Workplace, the Policy Guidelines on Sexual Harassment, and the Policy Guidelines on Recent Disputes Over Sexual Harassment published by the U.S. Federal Government Equal Employment Opportunity Commission also play an important guiding role [1]. The existing domestic policies to deal with sexual harassment are not perfect, and sexual harassment in the workplace has long been talked about as a social issue, but has not been raised to the level of a law. Although the term “sexual harassment” is included in the relevant legislation, the definition of the concept is still missing [2].

Compare and contrast the Chinese and American systems for sexual harassment. The United States is the first country to pay attention to sexual harassment on campus, and the legal regulation of sexual harassment on campus is more mature [3]. In campus sexual harassment, the United States has a specific legal definition of campus sexual harassment. In the Education Amendments Act, specific forms of sexual harassment include: making sexual propositions or pressuring students for sexual favors; sexual touching; pornographic graffiti; displaying or distributing pornographic pictures or words; engaging in sexual conduct in front of others; telling pornographic jokes; spreading rumors of a sexual nature or evaluating another student’s sexual performance; and transmitting or displaying e-mails or web sites of a sexual nature [4]. Also, in the United States, universities have established sexual harassment prevention units within their campuses, which are dedicated to promoting sexual harassment prevention, providing assistance, and establishing educational programs [5]. In China, there is no law that defines “sexual harassment”. Schools define their policies for handling sexual harassment on campus, and schools or other authorized institutions often take a firm stance on cases of sexual harassment on campus that have sparked public outrage and turned into social incidents, and quickly formulate a plan to deal with them, but more often than not, they choose to settle the cases privately in order to protect the reputation of the school [6].

Sexual harassment is actually a social problem, regardless of age or gender. Therefore, this paper focuses on how women would deal with sexual harassment in different scenarios. The protection of sexually vulnerable groups and the prevention and punishment of sexual harassment are systemic issues that require a more complete protection and response system from the legal level, social awareness level, corporate and organizational level, and individual level to protect sexually vulnerable groups and help sexually vulnerable groups of different ages learn to protect themselves in a proper way. Scholars have broadly categorized sexual harassment into two types of scenarios: workplace sexual harassment and campus sexual harassment, which correspond to the scenarios lived by different generations. Do different generations have different responses to sexual harassment in their respective scenarios? What are the shortcomings of the existing measures to address sexual harassment?

2. Research Method

This paper used the questionnaire survey method and the in-depth interview method. For the questionnaire survey, this study used online distribution of questionnaires, and a total of 123 valid

questionnaires were collected. Among the victims, this study selected 9 for detailed interviews, including 5 teenagers and 4 middle-aged people.

1) Questionnaires A total of 123 valid questionnaires were received, of which 89% of the victims were female and 11% were male.

2) A qualitative research method was adopted to understand the different scenarios of sexual harassment experienced by adolescents and middle-aged people and the different ways of coping, etc. Detailed interviews were conducted to understand the detailed scenarios of sexual harassment and the perceptions of sexual harassment between generations, to summarize and compare the similarities and differences in the way adolescents and middle-aged people deal with sexual harassment and the reasons for it, and to suggest ways to deal with sexual harassment in different scenarios between generations. Nine victims were selected for detailed interviews, including five teenagers and four middle-aged people. Table 1 presents the information of the respondents.

Table 1: Respondent information.

Victim	Gender	Age	Scenario	Identity of Assaulter
A	Female	17	Tutoring class	Teacher
B	Female	16	School	Teacher
C	Female	16	School	Classmate
D	Female	17	Family	Relative
E	Female	15	School	Classmate
F	Female	45	Company	Leader
G	Female	39	Company	Colleague
H	Female	40	Company	Colleague
I	Female	43	Company	Leader

3. Results and Analysis

Among middle-aged adults, 69% of victims chose to run away immediately, 30% chose to act as if nothing had happened, 30% would point out the abuser's behavior directly on the spot after being sexually harassed, and 15% would report the incident to the department afterward. In contrast, more middle-aged adults would choose to avoid the situation, while among teens, a larger percentage of victims would choose to ignore it, but the percentage of teens and middle-aged adults who would choose a negative approach was the same. Teenagers are more likely to report, refer to the department, and get professional help.

From a third perspective, the questionnaire asked victims what they thought was the recommended course of action when a person was sexually harassed. 18% of victims said they should run away immediately, and less than 5% said they should act as if nothing had happened. 68% of victims chose to point out the perpetrator's behavior on the spot, and 75% said they should report it. A comparison of the data shows that only 23% of the victims thought they should avoid sexual harassment, which is much lower than the number of victims who actually avoided sexual harassment. What factors prevent victims from addressing the issue in the moment or after the fact? The questionnaire asked victims about their concerns after experiencing sexual harassment. Victims expressed their concerns in the questionnaire, with 38% of them believing that sexual harassment does not have specific terms and conditions for dealing with it, and fearing that reporting it will lead to no results. 12% of the victims believed that reporting it was too much trouble and unnecessary, and 35% of them did not know how to protect themselves when they were harassed. There are also

a few victims who said that they think being harassed is something to be ashamed of, so they are afraid to react. The data shows that 50% of the victims were not aware of the department's system and process for handling and reporting sexual harassment resulting in negative responses to sexual harassment, while some of the harassed were left with psychological trauma that could not be resolved after suffering harassment.

The comparison revealed that adolescent victims are more likely to feel helpless when faced with sexual harassment from a teacher, while adolescents are more willing to deal with it positively when the perpetrator is a classmate. However, because schools do not have clear channels to report sexual harassment and punishments for perpetrators, adolescents are unable to seek help through formal channels. In addition, for informal help-seeking channels, such as family or friends, victims may be questioned or even condemned by victim guilt theory, especially for parents, and although elders may handle sexual harassment more appropriately, parents' lack of understanding may make adolescents resist seeking help.

For adolescents, sexual harassment prevention first requires that they have a uniform understanding of sexual harassment and know how to define it. At the same time, the community, school, and family need to cooperate with each other and participate in sexual harassment prevention, evidence collection after the occurrence, assessment of the extent, punishment, and psychological reconstruction of the harassed person. From the interviews, it can be argued that adolescents are most likely to feel helpless when facing sexual harassment by teachers and parents, which requires the tripartite assistance of school, family and partners. When adolescents feel helpless, whichever group gets the information should provide the information to the other two groups, and school and parents should participate together to solve the problem and help adolescents recover their mindset. Finally, the establishment and promotion of networked evidence channels can also serve as a warning by helping the collection of evidence through public networked reporting.

In the case of sexual harassment in the workplace, companies should be made the main responsible party for preventing sexual harassment in the workplace, and the prevention and treatment of sexual harassment should be incorporated into the management of environmental safety. Companies with a high incidence of the problem should be severely punished, and the matter should be promoted from the level of laws and regulations. For companies, the most important thing about sexual harassment in the workplace is prevention, a good company system, and psychological counseling for employees afterward. Companies can do this in the form of all-employee training to clarify some vague sexual harassment behavior in the form of cases. In order to ensure that everyone has learned, you can also use the test to support the test score of 100, which is a pass. It is also possible to sign a compliance agreement after the test, which not only ensures that every employee knows and commits to the rules, but also serves as evidence in case of punishment. Finally, on a societal level, there should also be professional organizations for discovery and support. Interviews have shown that sexual harassment is less likely to occur in a company where individuals are respected and treated equally. Therefore, it is recommended that a regular environmental assessment mechanism be established at the social level, where professionals can regularly assess and analyze the working environment within the company to ensure that employees are treated with respect and equality at work and to prevent such problems from occurring. Free psychological intervention organizations should also be established in society to help vulnerable groups who are victims of sexual harassment.

4. Conclusion

This study found that the main scenarios for sexual harassment of teenagers are on campus, in tutorials, and at home. As the youth are not aware of the formal process of sexual harassment, the

school authorities need to publish and explain in detail the methods and ways to address sexual harassment and break down the information barriers so as to ensure that the rights of the youth are protected. For middle-aged people, the main source of sexual harassment is within the workplace, so the department needs to hire professionals and intervene in sexual harassment in a step-by-step manner, train and test employees to ensure that they understand the company's policies, and open up the reporting channels for employees. For adolescents and middle-aged adults, psychological support for victims after the fact is essential, so in addition to disciplinary provisions, the department should provide effective psychological support for victims. Whether it is teenage sexual harassment or workplace sexual harassment, it is a large systemic problem. Although this paper looks at sexual harassment separately across generations and in different scenarios, it can be found that the common denominator in dealing with sexual harassment is that it requires a unified understanding among society, organizations (businesses or schools), families, and individuals, effective regulation from the social level and the organizational (businesses, schools) level, and an ecological support system at the social level. It is difficult to effectively address such a large systemic problem if all three aspects do not work together to promote each other.

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