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“PERCEPTION OF SEXUAL HARASSMENT AT THE WORKPLACE”.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

Sexual harassment today becomes more serious. During the previous year, it is known by the society that only woman is being sexually harassed. However, nowadays in this modern world, the victim of sexual harassment is also among the man. In this research, the researchers were focusing on the sexual harassment at the workplace.

The relationship of man and woman at the workplace can be beyond the rule. There are several reasons why the victims are refused to make a report to the superior. The common reason is that they are afraid of losing their job if they bring up the matter to the top level management. Other than that, the management might not easily believe on what they said and it will affect their reputation as a worker. Moreover, the victims feel ashamed of themselves because they are being sexually harassed.

Men are less reported as victim of sexual harassment at the workplace because they are masculine. From the men's point of view, reporting the matter will lead others to misjudge them as it will give bad impression to others as well. Besides, they may be afraid that others might questioned about their sexual orientation assuming that the man is homosexual or have a bit 'different' taste.

Injury from the sexual harassment at the workplace is often extreme, including humiliation, loss of dignity, psychological injury, and can decrease the performance their career. Sometimes, they face a choice between their jobs and their own safety.

CHAPTER 2

LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

2.1 Introduction

This chapter will provide a review of the literature on sexual harassment at the workplace. Nowadays, Sexual harassment has become one of the common issues in people's daily life. In this research, the researcher will focus mainly on the issue of sexual harassment at the workplace.

Sexual harassment becomes even more serious when the victims reported that they are been molested by the harasser. In such cases, it can be even worse when the victim ended up been raped by the harasser. Nevertheless, the harasser did not feel guilty when committing the unethical action towards other person. They may claim that the victims themselves are asking for sexual harassment by the way they dressed up and behaved. As for example by wearing sexy outfit and seductive body gestures, it can attract the harasser.

Basically, woman is the common gender that associated with sexual harassment. Wherever they moved, women are not secured. Most people come with the presumptions whereas only those women who wear tights and sexy outfit will attract the harasser but yet there are cases where those who wear loose clothing such as 'baju kurung', are also being harassed. Meanwhile, as for the men's side, the harassers are captivated by the looks and body figure of the victims. Although most people had assumed that sexual harassment is limited to females but the fact is sexual harassment has spread among the men as well.

Many studies of sexual harassment at the workplace, has been conducted around the world. As in Malaysia, the unwelcomed action also reported by the victims and it shows that they are aware of their rights. In today's world, people have more freedom to speech. Consequently, accurate action will be taken if necessary. Furthermore, there is a suggestion