Assessing the Psychological Climate and Moral Disengagement in Sexual Harassment Among College Students in Angeles City: Implications for Policy and Interventions

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Abstract:

Sexual harassment is a growing concern in the Philippines, prompting the enactment of laws such as the Anti-Sexual Harassment Act of 1995 and the Safe Spaces Act. This study examines the dynamics of sexual harassment among college students in Angeles City, Pampanga, focusing on the interplay between psychological climate, sexual experiences, and moral disengagement. Using a quantitative survey approach, data were collected from 376 participants through stratified random sampling. Key findings reveal significant effects of age and gender on attitudes, with younger individuals and females more impacted, and organizational culture shaping perceptions of harassment. Although gender harassment and sexual coercion were less common, they had severe effects, while unwanted sexual attention was more prevalent. Participants generally rejected moral disengagement, emphasizing the importance of accountability. These findings underscore the complexity of factors influencing sexual harassment attitudes and provide empirical evidence to guide policies, educational initiatives, and interventions aimed at fostering safer environments and supporting survivors.

Keywords: sexual harassment, psychological climate, victimization, workplace, social support, sexual experience

Introduction

Sexual harassment is a pervasive and deeply rooted issue affecting individuals globally, with women disproportionately experiencing its detrimental impacts. Despite legislative advancements such as the Anti-Sexual Harassment Act of 1995 (Republic Act No. 7877) and the Safe Spaces Act (Republic Act No. 11313), also known as the "Bawal Bastos Law," sexual harassment remains a persistent problem in various settings, including workplaces, schools, public spaces, and digital platforms. Statistics highlight the alarming prevalence of this issue. For instance, the Philippine National Police reported an average of 70 cases per year from 2016 to 2021, peaking at 100 cases in 2017 (Ruiz, n.d.). Globally, the United Nations Entity for Gender Equality (2016) estimates that three out of five women experience sexual harassment in their lifetime, with younger women aged 18-24 being the most affected.

Research indicates that sexual harassment manifests across diverse environments and demographics. Women face significant risks, with studies revealing that over 80% of female students experience harassment at schools, and workplace incidents are reported by 13% of working women in the Philippines (ILO, 2022; UN Women, 2011). These incidents encompass a spectrum of behaviors, including verbal, non-verbal, and physical harassment, contributing to psychological, emotional, and social harm. Yet, reporting remains hindered by societal stigmas, fear of retaliation, and distrust in institutional mechanisms, as noted by UN Women (2011), with approximately 47% of women citing these barriers.

This study focuses on sexual harassment among college students in Angeles City, Pampanga, a group particularly vulnerable to such experiences due to age and frequent exposure to educational and social environments where power imbalances and cultural norms play a significant role. By exploring factors such as psychological climate, sexual experiences, and moral disengagement, the research aims to provide nuanced insights into the attitudes and behaviors surrounding sexual harassment.

Statement of the Problem

This study seeks to investigate the factors influencing sexual harassment victimization among college students in Angeles City, Pampanga, focusing on the interplay between psychological climate, sexual experience, and social support. The research aims to address the following questions:

1. How is the psychological climate for sexual harassment described by the respondents?
2. How are respondents' sexual experiences related to perceptions of sexual harassment?
3. How is the level of social support available to respondents described?
4. Is there a significant relationship between the psychological climate for sexual harassment and sexual harassment victimization?
5. Is there a significant relationship between respondents' sexual experiences and sexual harassment victimization?
6. Is there a significant relationship between social support and sexual harassment victimization?

Reseach Hypotheses

Based on the study's objectives, the following null hypotheses are proposed:

H_{01}: There is no significant relationship between the psychological climate for sexual harassment and sexual harassment victimization among college students.

H_{02}: There is no significant relationship between sexual experience and sexual harassment victimization among college students.

H_{03}: There is no significant relationship between social support and sexual harassment victimization among college students.

Theoretical Framework

This study is grounded in Socio-Cultural Theory and Intersectionality Theory, providing a comprehensive framework to explore the dynamics of sexual harassment victimization among college students.

Socio-Cultural Theory (MacKinnon, 1979) frames sexual harassment as a product of entrenched power imbalances within patriarchal societies, where gender-based disparities perpetuate domination. Sexual harassment is positioned as a tool to exert control, with early feminist movements highlighting its socio-

political roots in workplace inequality (Baker, 2007). Post-#MeToo research, such as Cuenca-Piqueras et al. (2023), underscores how systemic power structures and organizational culture normalize harassment, emphasizing the need for prevention strategies targeting these root causes.

Intersectionality Theory (Crenshaw, 1989) complements this perspective by highlighting the compounded vulnerabilities stemming from overlapping social identities such as race, class, gender identity, and sexual orientation. Women of color, LGBTQ+ individuals, and those from lower socioeconomic backgrounds experience unique challenges due to intersecting forms of marginalization. Intersectionality critiques organizational policies and power hierarchies that disproportionately affect these groups, advocating for inclusive prevention strategies and tailored interventions.

By integrating these theories, the study examines the psychological climate, sexual experiences, and social support networks that shape victimization patterns. This approach seeks to identify nuanced dynamics and inform policies aimed at fostering safer, more inclusive college environments.

Conceptual Framework

The conceptual framework of this study examines the interplay between Psychological Climate for Sexual Harassment (PCSH), Sexual Experience, and Social Support, as they shape the likelihood of sexual harassment victimization among college students. Rooted in Socio-Cultural Theory and Intersectionality Theory, it highlights the influence of cultural norms, individual histories, and social networks in determining harassment dynamics.

Psychological Climate for Sexual Harassment (PCSH) represents the organizational and cultural environment that fosters or mitigates harassment. Research by Schneider, Swan, and Fitzgerald (1997) reveals that environments promoting respect and equality significantly reduce harassment rates. PCSH captures the collective attitudes and behaviors that set the stage for harassment experiences.

Sexual Experience serves as an individual factor, reflecting how prior encounters with harassment or sexual behavior influence vulnerability to further victimization. Studies like Gramazio et al. (2021) show that individuals with histories of sexual victimization face heightened risks, necessitating a focus on these experiences in prevention efforts.

Social Support acts as a moderating variable, buffering the impact of adverse climates and experiences. Robust social networks, as highlighted by Pozzoli et al. (2016), empower individuals, promote reporting, and provide protective mechanisms against harassment.

The framework also integrates Moral Disengagement (Bandura et al., 1996) to explain how cognitive mechanisms enable the normalization of harassment behaviors. This factor undermines bystander intervention and perpetuates harmful norms, as supported by Gini, Pozzoli, and Hymel (2014).

This framework underscores the interconnectedness of environmental, individual, and social influences on harassment victimization. By addressing these dimensions, it informs comprehensive prevention and intervention strategies to foster safer, more inclusive educational settings.

Paradigm of the Study
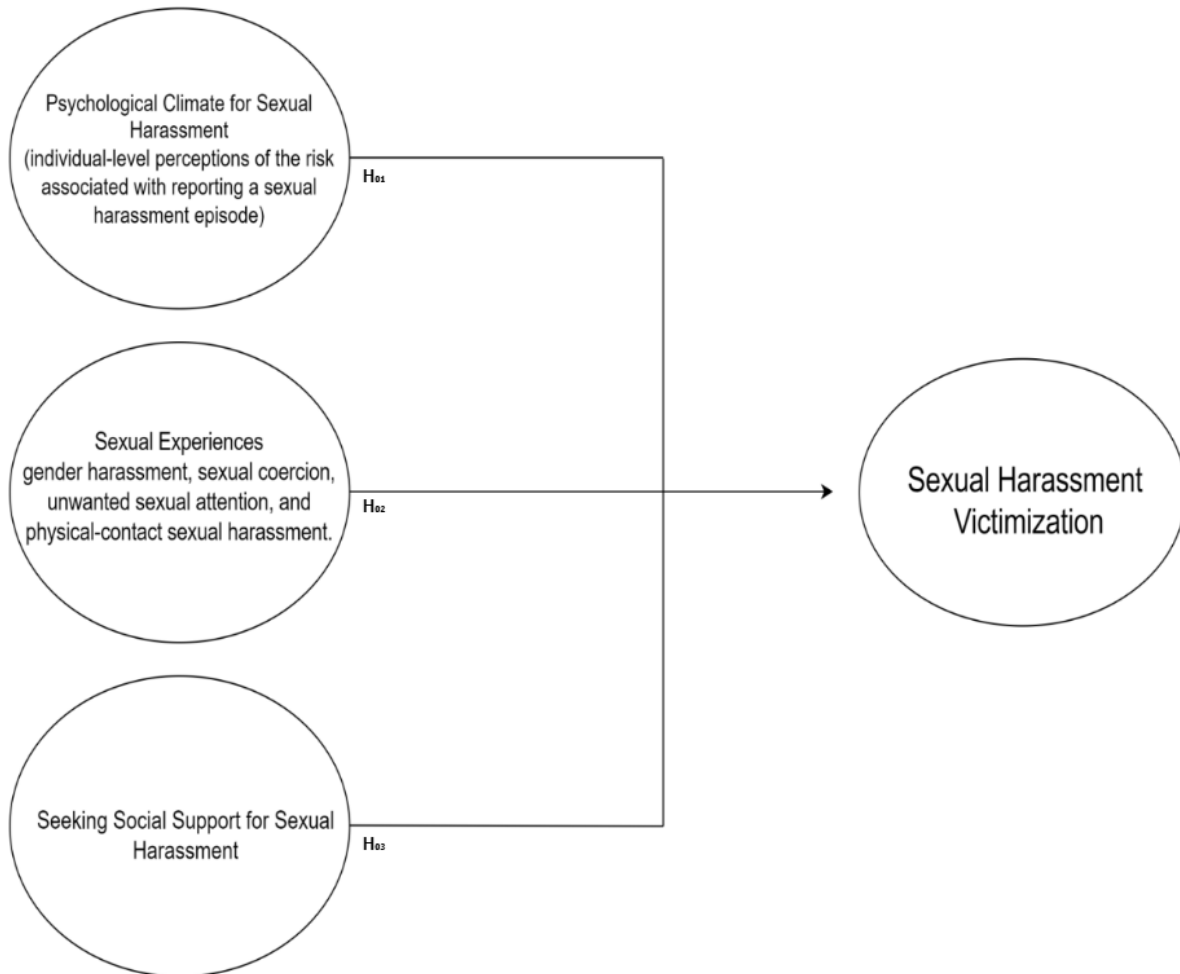
Research Design

This study employed a quantitative descriptive research design to investigate the prevalence of sexual harassment among college students, focusing on demographic characteristics (such as age, gender, and ethnicity) and psychological constructs related to sexual harassment. This approach was selected for its capacity to systematically describe and analyze quantifiable data, thereby enabling the identification of patterns and trends within the target population. The quantitative framework allows for the exploration of variables such as perceptions, experiences, and attitudes toward sexual harassment, ensuring a comprehensive understanding of the phenomenon.

The research utilized several validated instruments to collect data. The socio-demographic profile section was designed to gather essential background information about respondents, facilitating the contextualization of their experiences. The Psychological Climate for Sexual Harassment (PCSH) scale assessed perceptions of sexual harassment in institutional or social environments. The Sexual Experiences Questionnaire (SEQ)-Jordan captured self-reported occurrences of sexual harassment, providing insights into its frequency, nature, and impact. Finally, the Moral Disengagement in Sexual Harassment (MDiSH) scale examined cognitive mechanisms that individuals might use to rationalize or justify acts of sexual harassment.

This methodology is well-suited for the study's objective of understanding the frequency, nature, and psychological underpinnings of sexual harassment among college students. By integrating these diverse instruments, the study aims to provide a nuanced and data-driven understanding of sexual harassment, highlighting the lived experiences and challenges faced by the participants.

Locale of the Study

The study will be conducted in Angeles City, Pampanga, a first-class urbanized city with a population of approximately 584,962 (World Population Review, 2024). This location was chosen due to its significant urbanization and documented cases of sexual harassment, including threats to release intimate videos for coercion. Central Luzon, where Angeles City is located, reported some of the highest online gender-based violence cases in the Philippines, with four incidents recorded mid-year (Foundation for Media Alternatives, 2023).

As an educational hub with diverse socio-economic demographics, Angeles City provides a representative setting to explore college students' experiences with sexual harassment (Fileborn & O'Neill, 2021; Konlan & Dangah, 2023). These factors establish its relevance for investigating the prevalence and dynamics of harassment in an urban educational context.

Research Participants

The study's participants will be college students from various institutions in Angeles City, selected for their relevance to understanding sexual harassment dynamics within academic settings. This demographic is particularly vulnerable, as students often navigate environments beyond their immediate communities, increasing their exposure to harassment risks.

Previous studies highlight the susceptibility of college students to sexual harassment. For example, Saipudin (2018) found that 21% of reported cases involved student-to-student harassment, compared to 15% for student-to-teacher and 6% for employee-to-student harassment. These findings underscore the disproportionate impact of harassment on students in higher education, emphasizing their importance in studies addressing this issue. By focusing on this group, the research aims to illuminate their experiences and contribute to creating safer and more inclusive academic and social environments.

Sample Size and Sampling

This study utilized a stratified random sampling method to ensure accurate representation of college students from three universities in Angeles City, Pampanga, targeting a population of approximately 17,000 students. Using the Raosoft sample size calculator, a sample size of 376 students was determined with a 95% confidence level and a 5% margin of error. The sample was proportionally distributed across the universities: Univerisity A with 6,000 students (35.29%) contributing 133 participants, University B with 8,000 students (47.06%) contributing 177 participants, and University C with 3,000 students (17.65%) contributing 66 participants. Recruitment was conducted directly outside campus premises, supported by posters highlighting the study's purpose and offering tokens of appreciation. Researchers ensured eligibility by verifying that all participants were currently enrolled in their respective institutions. Participants received comprehensive information about the study, including confidentiality assurances, and the collected data was securely stored with access restricted to researchers. This rigorous methodology ensured proportional representation, enhanced the generalizability of the findings, and provided reliable insights for educational and social research.

Inclusions and Exclusion Criteria

This research has a specific criteria for participant selection. To be eligible, the participant must be 18 to 35 years old, currently enrolled in the semester during which the study is conducted, and attending University A, University B, or University C. Additionally, they must have knowledge about sexual harassment, and be willing to sign the informed consent form. Furthermore, the exclusion of participant in this study are student who are under probation, those who are cross-enrollee, as well as exchange student and those who cannot identify what is sexual harassment. Gender was not a basis for exclusion, as individuals of all gender identities were encouraged to participate.

Research Instrument

The research instrument was designed to investigate the prevalence and impact of sexual harassment among college students in Angeles City, Pampanga. It aimed to assess demographic variables, experiences of victimization, and psychological and behavioral responses related to sexual harassment.

Types of Questions

The survey included closed-ended questions to facilitate statistical analysis. Questions focused on demographic characteristics, experiences of sexual harassment, perceptions of harassment-related psychological climates, and moral disengagement. Response scales varied, including Likert scales and frequency-based options, to capture nuanced data.

Development of the Instrument

The research instrument was systematically structured into four sections to address the study's objectives effectively. The first section, Demographic Information, collected participants' age, gender, and university affiliation to provide a contextual understanding of their backgrounds and identify patterns in victimization and perception based on demographic factors. The second section, Experiences of Sexual Harassment, utilized the Sexual Experiences Questionnaire (SEQ)-Jordan, a 22-item tool developed by Spencer et al. (2021), to assess incidents of gender harassment, sexual coercion, unwanted sexual attention, and physical-contact harassment. Respondents reported the frequency of incidents using options such as "Never," "Once," or "More than once," with total scores calculated to quantify victimization, allowing for binary categorization during analysis. The third section, Psychological Climate for Sexual Harassment, employed the Psychological Climate for Sexual Harassment (PCSH) scale by Estrada et al. (2011), a 9-item measure that evaluated perceptions of risks, reporting barriers, and institutional responses. A 5-point Likert scale (1 = Strongly Disagree to 5 = Strongly Agree) was used, with specific items reverse scored to ensure accuracy. Higher scores indicated a more intolerant climate towards harassment, offering insights into campus responses. The final section, Moral Disengagement in Sexual Harassment, incorporated the Moral Disengagement in Sexual Harassment (MDiSH) scale, a 32-item tool designed to measure eight mechanisms of moral disengagement, such as moral justification and displacement of responsibility, using a 7-point Likert scale (1 = Strongly Disagree to 7 = Strongly Agree). Higher scores reflected stronger tendencies toward moral disengagement, providing insights into the psychological justifications for harassment. Each section was rigorously validated through expert reviews and pilot testing to ensure clarity, relevance, and alignment with the study's objectives, resulting in a robust instrument capable of capturing the dynamics of sexual harassment effectively.

Validity and Reliability

The survey instrument was rigorously evaluated for validity and reliability. Validity was ensured by adopting and adapting previously validated instruments, including the Psychological Climate for Sexual Harassment (PCSH) scale by Estrada et al. (2011), the Sexual Experiences Questionnaire (SEQ)-Jordan by Spencer et al. (2021), and the Moral Disengagement in Sexual Harassment (MDiSH) scale by Page et al. (2016). Permission to use these instruments was obtained from the original authors, and their established validation processes were reviewed. The internal consistency reliability of these scales, as reported in prior research, ranged from 0.81 to 0.90 for the PCSH scale, 0.94 for the SEQ-Jordan, and 0.89 for the MDiSH scale, indicating strong reliability and validity in measuring sexual harassment-related constructs. A pilot test with 38 participants was conducted to further evaluate the internal consistency of the adapted questionnaire. Participants signed informed consent forms, and their feedback was used to refine the survey. Cronbach's alpha coefficients for the pilot test confirmed excellent reliability: 0.85 for the PCSH scale, 0.92 for the SEQ-Jordan, and 0.88 for the MDiSH scale. Minor revisions were made to address any ambiguous wording identified during the pilot testing phase. The finalized survey demonstrated strong validity and reliability, ensuring it was a credible and robust tool for data collection in the main study.

Data Gathering Procedure
Quantitative Data Collection
A. Survey Administration

The data collection process involved face-to-face administration of a survey questionnaire to ensure participants could seek clarification if needed. A pilot test with 38 college students was conducted beforehand to identify and correct any errors in the questionnaire. Participants were fully informed about the study's purpose and signed informed consent forms before participation, ensuring their rights and concerns were addressed. Anonymity and confidentiality were emphasized throughout the process.

B. Data Collection Procedure

The survey was conducted in neutral locations outside participants' respective institutions to maintain privacy and comfort. Respondents were seated at reasonable intervals to prevent them from viewing each other's answers. Trained data collectors supervised the process to ensure adherence to ethical standards and to address any concerns. Participants were instructed not to discuss the survey content to maintain confidentiality.

Post-Data Collection Procedures
A. Data Cleaning

The collected data underwent a rigorous cleaning process to ensure accuracy and completeness. This included identifying and addressing missing responses, inconsistencies, and outliers. Personal identifiers were replaced with unique codes to maintain participant confidentiality.

B. Data Storage and Security

All data was securely stored on a password-protected laptop accessible only to authorized researchers. Physical copies of the questionnaires were kept in locked storage during the retention period. In compliance with the Data Privacy Act of 2012, data will be securely deleted, and physical copies shredded, after a two-year retention period.

Statistical Analysis

Descriptive statistics, including means, standard deviations, and frequencies, were used to analyze socio-demographic variables such as age, gender, and university affiliation, as well as scores from the Psychological Climate for Sexual Harassment scale, the Sexual Experiences Questionnaire, and the Moral Disengagement in Sexual Harassment scale to assess participants' experiences, attitudes, and levels of moral disengagement. Pearson's correlation coefficient was applied to explore the relationships between the PCSH and sexual harassment victimization, with the hypothesis that a positive psychological climate correlates with lower victimization. It was also used to examine the link between prior sexual harassment experiences (measured by SEQ-Jordan) and current victimization levels, expecting higher victimization among those with prior experiences. Additionally, the relationship between moral disengagement (measured via the MDiSH scale) and victimization was tested, with the hypothesis that higher moral disengagement correlates with greater tolerance or perpetration of harassment behaviors. A multiple regression analysis was conducted to assess the combined influence of the PCSH, SEQ-Jordan, and MDiSH scores on sexual harassment victimization, identifying the most influential predictor. All statistical analyses were performed using IBM SPSS Statistics, with a significance level of 0.05 to determine meaningful relationships. These analyses aimed to explore the interrelationships among psychological climate, sexual experiences, moral disengagement, and harassment victimization, providing insights for targeted interventions in educational institutions.

Ethical Considerations

This study followed strict ethical guidelines to protect the rights, dignity, and well-being of all participants, in line with the Data Privacy Act of 2012.

A. Informed Consent Process

Participants received an informed consent form explaining the study's purpose, procedures, potential risks, and benefits. Participation was voluntary, and participants could withdraw at any time without penalty. The survey took 15-20 minutes, and participants could ask questions before agreeing to participate.

B. Privacy and Confidentiality

To ensure privacy, all data was anonymized using codes. Data was stored securely in password-protected files and locked storage, accessible only to the research team. Personal information was used only for the study and was destroyed after two years, in compliance with privacy laws.

C. Protection from Potential Harm

Given the sensitive nature of the topic, questions were designed to minimize distress. Participants could skip questions or withdraw at any time without consequences. Support services, including counseling and helplines, were available if needed.

D. Respect for Diversity

The study was inclusive and treated all participants with respect, regardless of race, gender, age, or ethnicity. Efforts were made to avoid stereotypes, ensuring a fair and unbiased research environment.

E. Integrity and Transparency

The research was conducted with honesty, ensuring data was collected, analyzed, and reported accurately. Statistical methods were applied rigorously, and findings were presented truthfully to maintain the study's credibility.

Results and Discussion

Psychological Climate for Sexual Harassment

The study revealed varied perceptions about the psychological climate surrounding sexual harassment. The highest mean score (3.53) was associated with the statement, "A sexual harassment complaint would be thoroughly investigated," indicating strong confidence in the organization's investigative processes. Conversely, the lowest mean score (2.57) related to the statement, "A sexual harassment complaint would not be taken seriously," suggesting that most respondents do not feel complaints are dismissed or trivialized. Neutral perceptions were observed regarding comfort in reporting sexual harassment (Mean = 3.01) and the enforcement of penalties against perpetrators (Mean = 3.03), reflecting some uncertainty or potential barriers such as fear of retaliation. Perceptions about the tolerance of sexual harassment (Mean = 3.05) and the likelihood of perpetrators avoiding consequences (Mean = 3.00) were similarly divided. Standard deviations ranged from 0.78 to 1.10, highlighting diverse individual experiences and perceptions.

Table 1: Psychological Climate for Sexual Harassment

Psychological Climate for Sexual Harassment	Mean	Verbal Interpretation	Std. Deviation	Variance
It would be risky for me to file a sexual harassment complaint.	3.11	Neutral	1.44	2.07
A sexual harassment complaint would not be taken seriously.	2.57	Disagree	1.38	1.89
A sexual harassment complaint would be thoroughly investigated.	3.53	Agree	1.30	1.69
I would feel comfortable reporting a sexual harassment complaint at my current duty station.	2.81	Neutral	1.40	1.97
Sexual harassment is not tolerated at my current duty station.	3.27	Neutral	1.45	2.10
Individuals who sexually harass others get away with it.	3.35	Neutral	1.31	1.72
I would be afraid to file a sexual harassment complaint.	3.02	Neutral	1.53	2.35
Penalties against individuals who sexually harass others at work are strongly enforced	2.93	Neutral	1.31	1.70
Actions are being taken to prevent sexual harassment.	3.15	Neutral	1.31	1.71
Average	3.08	Neutral	1.38	1.91

These findings suggest inconsistencies in organizational awareness, enforcement, and support structures related to sexual harassment. Although there is general confidence in investigative processes, neutral and divided perceptions regarding reporting comfort, tolerance of harassment, and enforcement of penalties indicate potential barriers to fostering a safe and supportive environment. The variation in responses, as reflected in the standard deviations, underscores the need for targeted interventions to improve trust,

promote clarity in handling complaints, and address barriers to reporting. By enhancing awareness and support mechanisms, organizations can create a more consistent and respectful workplace culture.

Psychological Climate for Sexual Harassment

The study revealed that the frequency of gender harassment experienced by respondents was relatively low, with mean scores ranging from 1.82 to 1.85. These scores suggest that respondents, on average, experienced gender-based behaviors, such as insults, condescension, or poor treatment, approximately "once." The highest mean score (1.85) was linked to the statement, "Said things to insult your gender/sex in general," indicating that gender-based insults, while infrequent, are still present. The lowest mean score (1.82) corresponded to the statement, "Treated you poorly because of your gender/sex (e.g., gave you more difficult or less meaningful tasks or assignments)," reflecting occasional instances of gender-based mistreatment. Standard deviations ranged from 0.84 to 0.86, showing consistent perceptions among respondents regarding these experiences.

Table 2: Sexual Experience - Gender Harassment

Sexual Experience - Gender Harassment	Mean	Verbal Interpretation	Std. Deviation	Variance
Said things to insult your gender/sex in general.	1.85	Once	0.84	0.70
Put you down or was condescending to you because of your gender/sex	1.84	Once	0.86	0.74
Treated you poorly because of your gender/sex (e.g., gave you more difficult or less meaningful tasks or assignments)	1.82	Once	0.86	0.74
Average	1.84	Once	0.85	0.73

Despite the low reported frequency of gender harassment, the findings underscore that even sporadic instances of gender-based mistreatment or insults can harm individual well-being and workplace culture. The presence of such behaviors, albeit infrequent, highlights the need for organizations to address all forms of harassment proactively. Efforts should include implementing comprehensive anti-harassment policies, offering regular training programs to promote awareness, and fostering a culture of accountability and respect. These measures can help build inclusive and supportive environments where all employees feel valued and respected.

Sexual Experience - Sexual Coercion

The analysis of sexual experience data related to sexual coercion reveals that respondents infrequently encountered coercive behaviors, with mean scores ranging from 1.44 to 1.74. The highest mean score (1.74) corresponds to the statement, "Blocked your way or cornered you in an unwanted way," indicating that such behaviors, while infrequent, do occur occasionally. In contrast, the lowest mean score (1.44) pertains to the statement, "Treated you badly for refusing to be sexually cooperative," reflecting rare instances of retaliatory behavior. The standard deviations (0.68–1.70) demonstrate consistent perceptions across respondents, suggesting a shared understanding of these experiences.

Table 3. Sexual Experience - Sexual Coercion

Sexual Experience - Sexual Coercion	Mean	Verbal Interpretation	Std. Deviation	Variance
Blocked your way or cornered you in an unwanted way	1.74	Once	1.70	2.91
Continued to ask to go out with you on dates even after you refused	1.70	Once	0.79	0.63
Made you feel threatened with some sort of retaliation for not being sexually cooperative	1.54	Never	0.71	0.51
Made you feel like you were being offered a reward or better treatment to be sexually cooperative	1.51	Never	0.74	0.54
Threatened you with negative consequences if you didn't cooperate sexually	1.44	Never	0.68	0.47
Offered you a reward or special treatment if you cooperated sexually	1.53	Never	0.76	0.58
Treated you badly for refusing to be sexually cooperative	1.48	Never	0.71	0.50
Average	1.56	Never	0.87	0.88

Although the findings indicate a generally secure environment with infrequent experiences of sexual coercion, the presence of any such behaviors is concerning. Even isolated instances of sexual coercion can negatively impact an individual's sense of safety and autonomy. These results highlight the need for proactive measures, such as comprehensive training programs and stringent policies, to address and prevent coercive behaviors. Aligning with Miller's (2022) perspective, preventing coercion is crucial to safeguarding individuals' mental health and well-being, promoting a safe and supportive workplace for all employees.

Sexual Experience - Unwanted Sexual Attention

The data presented in Table 4 reveals the experiences of unwanted sexual attention, measured using the Sexual Experience Questionnaire. The overall mean score was 1.86, indicating that respondents generally encountered unwanted sexual attention at least once. The most frequently reported behavior was "Looked at you in an uncomfortable way," with a mean score of 2.25, suggesting it occurred "Occasionally." "Whistled, made remarks, or comments of an unwanted nature" had a mean score of 2.05, showing that both verbal and non-verbal harassment were commonly experienced. Other behaviors, such as "Made inappropriate jokes or suggestions at your expense" (mean = 1.92) and "Used gestures or signals with a sexual undertone" (mean = 1.78), were less frequent but still notable. "Displayed or distributed images or videos with inappropriate content" had the lowest mean score of 1.63, indicating that it was less common. Standard deviations ranged from 0.62 to 1.03, with a maximum variance of 1.06, reflecting moderate variability and a general consensus on the prevalence of these behaviors.

Table 4: Sexual Experience - Unwanted Sexual Attention

Sexual Experience - Unwanted Sexual Attention	Mean	Verbal Interpretation	Std. Deviation	Variance
Made gestures or used body language of an unwanted sexual nature	1.82	Once	0.82	0.67
Referred to you in an overly familiar way (e.g., as "my love" or "moon")	1.84	Once	0.84	0.70
Pursued, stalked, or tracked you	1.71	Once	0.77	0.59
Whistled, made remarks, or comments of an unwanted nature at you that made you uncomfortable	2.05	Once	0.86	0.74
Looked at you in an uncomfortable way	2.25	Once	0.81	0.65
Made unwelcome attempts to draw you into a discussion of sexual matters	1.70	Once	0.76	0.57
Displayed or distributed images or videos with inappropriate content	1.63	Never	0.77	0.60
Told you a joke or storyline with Unwanted sexual content or tell it in your presence	1.94	Once	0.80	0.64
Said crude sexual things to you or in front of you	1.83	Once	0.82	0.67
Average	1.86	Once	0.80	0.65

The findings highlight the prevalence of a wide range of unwanted sexual attention, with a clear emphasis on both verbal and non-verbal harassment. The most frequent behaviors involved uncomfortable looks and unsolicited remarks, which align with findings from studies by Wamoyi et al. (2022) and Joubert et al. (n.d.), reinforcing the commonality of these forms of harassment. The moderate variability in responses (as indicated by the standard deviations) suggests that these experiences are widespread but may vary in intensity and frequency. These results underscore the need for targeted interventions, such as education, policy changes, and cultural shifts, to create safer and more respectful environments for all individuals.

Sexual Experience - Physical Contact Sexual harassment

Table 5 presents the experiences of physical contact sexual harassment, with an overall average mean score of 1.91, indicating that respondents generally reported encountering such behaviors at least once. The behavior "Bumped into or touched you in a way that made you feel uncomfortable" had the highest mean score of 1.95, while "Touched you on parts of your body when you didn't want it" scored slightly lower at 1.90. Both of these behaviors suggest significant concerns regarding violations of personal boundaries.

Table 5: Sexual Experience - Physical Contact Sexual harassment

Sexual Experience- Physical Contact Sexual harassment	Mean	Verbal Interpretation	Std. Deviation	Variance
Touched you on parts of your body when you didn't want it	1.90	Once	0.80	0.64

Bumped into or touched you in a way that made you feel uncomfortable	1.95	Once	0.77	0.59
Grabbed/pinched you in an unwanted way	1.88	Once	0.81	0.66
Average	1.91	Once	2.38	0.63

The findings reflect a concerning prevalence of physical contact sexual harassment, with respondents reporting uncomfortable or non-consensual touching. These results align with Chatterjee (2018), who found that 81% of women reported experiencing sexual harassment, and 51% encountered non-consensual touching, highlighting the widespread nature of such issues. The data emphasizes the urgent need for comprehensive preventive measures, public awareness campaigns, and the strict enforcement of anti-harassment policies to effectively address and reduce these persistent problems.

Moral Disengagement in Sexual Harassment - Moral Justification
Table 6 presents the results on moral justifications for behaviors related to gender and sexuality, with an overall average mean score of 2.12, indicating general disagreement with the statements. This suggests that respondents reject justifications for behaviors such as making sexual comments about appearance, blaming individuals for using sexual language, or relying on physical appeal to attract a partner. The statement "Women often get jobs based on their looks, and should therefore expect to receive sexual comments about their looks from male colleagues" had the highest mean score of 2.84, reflecting disagreement but also some ambivalence or societal influence regarding appearance and workplace dynamics, as indicated by a standard deviation of 2.02. The lowest mean score of 1.93 was for the statement "Making sexual comments about an attractive woman's appearance is no big deal, when you consider that men may attempt to grope her," showing a stronger rejection of such justifications.

Table 6: Moral Disengagement in Sexual Harassment - Moral Justification

Moral Justification	Mean	Verbal Interpretation	Std. Deviation	Variance
Women often get jobs based on their looks, and should therefore expect to receive sexual comments about their looks from male colleagues	2.84	Somewhat Disagree	2.02	4.07
Making sexual comments aboutnan attractive woman's appearance is no big deal, when you consider that men may attempt to grope her	1.93	Disagree	1.44	2.07
Employees should not be blamed for swearing or using sexual language, when most of their colleagues do it too	1.84	Strongly Disagree	1.45	2.10
Using her body and sex appeal is the best way for a woman to attract a man	1.88	Disagree	1.36	1.86
Average	2.12	Disagree	1.57	2.53

The findings reveal a general rejection of moral justifications that normalize inappropriate behaviors based on gender and appearance stereotypes. The higher score for the statement about women getting jobs based on looks suggests some lingering societal ambivalence toward appearance and workplace

dynamics, though respondents largely disagreed with the justification. This result aligns with the concept of victim blaming as discussed by Page, Pina, and Giner-Sorolla (2016), highlighting a growing societal awareness that challenges such harmful norms. The rejection of statements that trivialize or justify harassment reflects a shift toward holding perpetrators accountable and emphasizes the importance of addressing and challenging the gender-based mistreatment that these justifications perpetuate.

Moral Disengagement in Sexual Harassment - Euphemistic Labeling

Table 7 reveals insights into attitudes toward euphemistic labeling of sexual behaviors and workplace dynamics, with an overall mean score of 2.21, indicating general disagreement with statements that use euphemistic language to excuse or normalize inappropriate behaviors. A notable finding was the statement, "Considering that women often like to tease men by seeming sexually available, it is unfair when they complain about receiving sexual comments about their bodies," which had the highest mean score of 2.73. While this reflects disagreement, the relatively high score suggests that lingering societal beliefs about gender roles contribute to victim-blaming attitudes. In contrast, the lowest mean score of 1.98 was for the statement, "If a man only suggests making sexual gestures to a good-looking woman, it is not his fault if his friends go ahead and do it," indicating a stronger rejection of absolving individuals of responsibility for enabling harassment.

Table 7: Moral Disengagement in Sexual Harassment - Euphemistic Labeling

Euphemistic Labeling	Mean	Verbal Interpretation	Std. Deviation	Variance
Considering that women often like to tease men by seeming sexually available, it is unfair when they complain about receiving sexual comments about their bodies	2.73	Somewhat Disagree	1.84	3.40
Making sexual jokes at work every now and then is not that serious compared to those who make sexual jokes all the time	2.09	Disagree	1.64	2.68
If a man only suggests making sexual gestures to a good-looking woman, it is not his fault if his friends go ahead and do it	1.98	Disagree	1.51	2.28
It is good to have an attractive woman around the workplace to keep morale up	2.02	Disagree	1.58	2.49
Average	2.21	Disagree	1.64	2.71

The data highlights a broad disapproval of euphemistic language that trivializes or justifies inappropriate sexual behaviors. Although some variation in responses reflects societal norms and gender dynamics, the overall trend emphasizes a rejection of language that obscures accountability. The findings align with Bandura's (n.d.) observation that euphemistic language can mask harmful behaviors by framing them as "harmless fun" or "just joking," allowing perpetrators to avoid responsibility. This underscores the importance of challenging euphemistic language in the workplace to create environments centered on respect, accountability, and dignity, ensuring that there are no excuses for misconduct.

Moral Disengagement in Sexual Harassment - Advantageous Comparison

Table 8 explores attitudes toward advantageous comparisons in workplace behaviors, with an overall mean score of 2.16, indicating general disagreement with statements that excuse or justify inappropriate actions. This suggests that respondents largely reject rationalizations for misconduct in the workplace. The statement "It is fair for a woman to be put down if she puts down her male colleagues" had the highest mean score of 2.80, reflecting some acceptance of a tit-for-tat mentality that can perpetuate cycles of retaliation and undermine professionalism. In contrast, the lowest mean score of 1.84 was for "Employees should not be blamed for making sexual advances at work when other colleagues did it before them," indicating strong disagreement with using others' behavior as an excuse for personal misconduct.

Table 8: Moral Disengagement in Sexual Harassment - Advantageous Comparison

Advantageous Comparison	Mean	Verbal Interpretation	Std. Deviation	Variance
It is fair for a woman to be put down if she puts down her male colleagues	2.80	Somewhat Disagree	2.00	3.99
When you think that some people steal from their employer, displaying a calendar of naked women in the workplace does not seem all that serious	2.04	Disagree	1.49	2.22
Employees should not be blamed for making sexual advances at work, when other colleagues did it before them	1.84	Strongly Disagree	1.45	2.10
An attractive woman should expect sexual advances and should learn how to deal with them	1.96	Disagree	1.55	2.41
Average	2.16	Disagree	1.62	2.68

These findings align with the concept of cognitive distortions, such as Moral Justification, Attribution of Blame, and Advantageous Comparison, as discussed by Petruccelli et al. (2017). In the workplace, advantageous comparisons can rationalize negative actions as responses to perceived provocations, fostering cycles of inappropriate behavior. However, the data shows strong rejection of such rationalizations, emphasizing the need for personal responsibility in addressing misconduct. These results underscore the importance of fostering respectful workplace cultures that discourage retaliation and excuses for misconduct, ensuring environments where individuals are treated with dignity and are free from harassment or discrimination.

Moral Disengagement in Sexual Harassment - Displacement of Responsibility

Table 9 presents data on attitudes toward the displacement of responsibility for inappropriate workplace behavior, with an overall mean score of 2.02, indicating general disagreement with justifications that shift responsibility away from perpetrators. This suggests that respondents largely reject the notion of excusing inappropriate behavior. The statement "In a workplace with a relaxed atmosphere, men cannot be blamed for 'trying it on' with attractive women when they get the chance" had the highest mean score of 2.20, reflecting some lingering acceptance of a relaxed workplace culture as a justification for inappropriate behavior. This suggests that such attitudes can blur boundaries and create uncomfortable

or pressured environments. In contrast, the lowest mean score of 1.87 was for the statement "Women should lighten up a little bit and not get too uptight about sexual jokes at work," showing strong disagreement with the idea that women should tolerate inappropriate jokes.

Table 9: Moral Disengagement in Sexual Harassment - Displacement of Responsibility

Displacement of Responsibility	Mean	Verbal Interpretation	Std. Deviation	Variance
Displaying a calendar of naked women in the workplace is just a bit of fun	2.04	Disagree	1.60	2.55
In a workplace with a relaxed atmosphere, men cannot be blamed for "trying it on" with attractive women when they get the chance	2.20	Disagree	1.70	2.90
Women should not get offended by sexual jokes in the workplace as they usually meant to be harmless	1.98	Disagree	1.61	2.59
Women should lighten up a little bit and not get too uptight about sexual jokes at work	1.87	Disagree	1.50	2.24
Average	2.02	Disagree	1.60	2.57

These findings align with Hernando-Lloréns' (2020) critique of how societal expectations often shift responsibility onto victims, rather than addressing systemic issues. Both this study and Hernando-Lloréns emphasize the rejection of attitudes that minimize or dismiss the impact of inappropriate behaviors, advocating for systemic accountability. The results underscore the importance of challenging attitudes that excuse misconduct or place the burden of tolerance on victims. They highlight the need to promote respect and inclusivity in workplaces, ensuring environments where all individuals feel safe, respected, and valued.

Moral Disengagement in Sexual Harassment - Diffusion of Responsibility

Table 10 provides insights into attitudes toward the diffusion of responsibility for inappropriate workplace behavior, with an overall mean score of 2.00, indicating general disagreement with justifications that excuse or minimize inappropriate behaviors by shifting accountability away from individuals. The statement, "If a group of employees decide together to display a calendar of naked women, it is unfair to blame any one member of the group for it," had the highest mean score of 2.29, indicating some acceptance of shared responsibility for inappropriate actions within a group. This reflects a potential diffusion of accountability, where individuals feel less culpable when acting as part of a collective. In contrast, the lowest mean score of 1.77 was for the statement, "A real man should feel free to make sexual comments without worrying if it will offend women, as they are easily offended anyway," which shows strong disagreement and highlights respondents' rejection of gender stereotypes used to justify offensive behavior.

Table 10: Moral Disengagement in Sexual Harassment - Diffusion of Responsibility

Diffusion of Responsibility	Mean	Verbal Interpretation	Std. Deviation	Variance
A real man should feel free to make sexual comments without worrying if it will offend women, as they are easily offended anyway	1.77	Strongly Disagree	1.33	1.78
Compared to cheating in a business deal, attempting to seduce attractive women at work is really not that serious	2.01	Disagree	1.45	2.10
If a group of employees decide together to display a calendar of naked women, it is unfair to blame any one member of the group for it	2.29	Disagree	1.87	3.49
Seducing attractive women gives a man status and respect	1.94	Disagree	1.57	2.47
Average	2.00	Disagree	1.56	2.46

These findings align with research by Alsawalqa, Alrawashdeh, and Hasa (2021), which similarly found strong rejection of justifications for sexual harassment rooted in gender stereotypes. Both studies emphasize the need to challenge societal norms that diffuse accountability and foster environments where disrespectful behaviors are tolerated. The results highlight a clear rejection of norms that excuse inappropriate behavior by diffusing responsibility or reinforcing gender stereotypes. Addressing these attitudes is essential for creating workplaces where all individuals feel safe, respected, and valued. By dismantling such norms, organizations can promote a culture of personal accountability and inclusivity, helping to prevent harassment and discrimination in the workplace.

Moral Disengagement in Sexual Harassment - Distorting Consequences

Table 11 provides insights into attitudes toward distorting the consequences of inappropriate workplace behavior, with an overall mean score of 2.03, indicating general disagreement with statements that minimize or justify such actions. This suggests that respondents largely reject attitudes that downplay the seriousness of workplace misconduct. Among the individual statements, "It is unfair to blame a man who tries to 'hit on' attractive women at work, when his colleagues encouraged him to do it in the first place," had the highest mean score of 2.19, reflecting some level of acceptance of peer pressure as a mitigating factor for inappropriate behavior. On the other hand, the lowest mean score (2.00) was for the statement, "Men who make sexual comments to attractive women are just flirting with them," indicating strong disagreement with excusing such comments as harmless flirting. These results underscore a general support for professionalism and respect in workplace interactions.

Table 11: Moral Disengagement in Sexual Harassment - Distorting Consequences

Distorting Consequences	Mean	Verbal Interpretation	Std. Deviation	Variance
Men who make sexual comments to attractive women are just flirting with them	2.00	Disagree	1.48	2.20
It is unfair to blame a man who tries to "hit on" attractive women at work, when his colleagues encouraged him to do it in the first place	2.19	Disagree	1.63	2.66
Accepting sexual bribes from their boss can be helpful to some women in developing their careers	1.98	Disagree	1.70	2.89
If women wear sexy clothes at work, it is their own fault if they get sexual attention from men	1.93	Disagree	1.54	2.39
Average	2.03	Disagree	1.59	2.54

These findings align with Shupe's (2019) analysis, which also highlights widespread rejection of minimizing or excusing workplace misconduct. The emphasis on rejecting attitudes that distort the seriousness of inappropriate behavior reinforces the importance of fostering accountability in workplace settings. Addressing these attitudes is crucial for promoting professional and inclusive environments. Organizations can achieve this by challenging norms influenced by peer dynamics and encouraging personal accountability, thereby cultivating a culture where all individuals feel safe, valued, and respected.

Moral Disengagement in Sexual Harassment - Dehumanization
Table 12 highlights attitudes toward dehumanization in workplace contexts, particularly concerning sexual behaviors and interactions. The overall mean score of 2.09 reflects general disagreement with statements endorsing dehumanizing beliefs or justifying inappropriate workplace behaviors. This indicates that respondents generally prioritize professionalism and respect in workplace interactions.
The statement, "If a man is being pressured to find a girlfriend, it is hardly surprising when he makes suggestive comments to women at work," had the highest mean score of 2.37, which, although still reflecting disagreement, suggests a moderate level of acceptance for societal pressures as justifications for inappropriate behavior. Conversely, the lowest mean score of 1.82 was linked to the statement, "Someone who complains about sexual attention at work must have invited it in one way or another." This indicates strong rejection of victim-blaming attitudes, emphasizing respondents' prioritization of respect, boundaries, and consent in workplace interactions.

Table 12: Moral Disengagement in Sexual Harassment - Dehumanization

Dehumanization	Mean	Verbal Interpretation	Std. Deviation	Variance
Employees who make sexual jokes in the workplace are just bantering together	2.20	Disagree	1.63	2.66

If a man is being pressured to find a girlfriend, it is hardly surprising when he makes suggestive comments to women at work	2.37	Disagree	1.64	2.68
Women should not get insulted when men show them sexual interest, as it is a sign that they find them attractive	1.98	Disagree	1.55	2.42
Someone who complains about sexual attention at work must have invited it in one way or another	1.82	Strongly Disagree	1.35	1.83
Average	2.09	Disagree	1.54	2.39

The findings align with Ligman, Felig, and Goldenberg's (2024) research, which similarly observed strong rejection of victim-blaming and societal justifications for inappropriate behavior in online harassment contexts. Both studies underscore the dangers of dehumanizing beliefs that undermine individual accountability. These results suggest that addressing such attitudes is essential for fostering environments that uphold respect and inclusivity.

Organizations can counteract societal norms that excuse inappropriate behavior by cultivating cultures of respect, inclusivity, and personal accountability. Ensuring workplace environments where all individuals feel secure, valued, and respected is critical for preventing the perpetuation of dehumanizing beliefs and maintaining professional standards.

Moral Disengagement in Sexual Harassment - Dehumanization

Table 13 examines attitudes toward blame attribution in workplace sexual harassment scenarios, showing general disagreement with statements that minimize or justify such behavior. The mean scores, all below the scale's midpoint, demonstrate respondents' rejection of attitudes that trivialize or excuse harassment, with consistent disagreement across responses.

A particularly notable result is the strong rejection of victim-blaming attitudes. The statement, "Employees who receive sexual interest from their colleagues have usually sent some kind of welcoming signal to attract it," received the lowest mean score of 1.83, interpreted as "Strongly Disagree." This highlights respondents' overwhelming opposition to the notion that victims bear responsibility for harassment. Conversely, the highest mean score, 1.96, corresponds to the statement, "Wolf whistling at an attractive woman in the workplace is just 'messing around.'" While disagreement with this statement remains firm, the slightly higher score indicates marginally less consensus regarding the seriousness of such behavior. Overall, respondents decisively reject justifications or minimizations of inappropriate workplace actions.

Attribution of Blame	Mean	Verbal Interpretation	Std. Deviation	Variance
Wolf whistling at an attractive woman in the workplace is just "messing around"	1.96	Disagree	1.53	2.34
If a manager fails to discipline their staff, men should not be blamed for making sexual jokes at work	2.12	Disagree	1.60	2.56

Women tend to only get upset about sexual demands at work when they come from men they do not fancy	2.20	Disagree	1.78	3.17
Employees who receive sexual interest from their colleagues have usually sent some kind of welcoming signal to attract it	1.83	Strongly Disagree	1.39	1.93
Average	2.03	Disagree	1.57	2.50

Table 13: Moral Disengagement in Sexual Harassment - Dehumanization

The findings align with broader research on blame attribution in sexual harassment. Studies by Shaver et al. (n.d.) reveal gender differences in assigning blame, while those by Setia et al. (2020), Rogers et al. (2009), Lim (2017), and Adolfsson et al. (2020) emphasize dismantling victim-blaming attitudes as a critical step toward fostering preventive measures. These insights underscore the importance of cultivating workplace environments grounded in empathy, accountability, and respect.

Addressing harmful beliefs and rejecting justifications for inappropriate behavior are essential for promoting safe and inclusive organizational cultures. By challenging victim-blaming attitudes and encouraging personal accountability, organizations can create spaces where all individuals feel protected and respected. These measures are vital for sustaining professional and ethical standards in workplace interactions.

Relationship between Perceptions on Sexual Harassment and Sexual Experience

Table 14 reveals no significant relationship between perceptions of sexual harassment and reported experiences, as evidenced by weak negative correlations (-0.074) and high p-values (0.849). These results suggest that perceptions and experiences of sexual harassment are influenced by factors other than a direct connection, such as organizational culture and individual biases.

Table 14: Relationship between Perceptions on Sexual Harassment and Sexual Experience

Correlations	Perceptions on Sexual Harassment	Sexual Experience
Pearson Correlation	1	-.074
Sig. (2-tailed)		.849
Sum of Squares and Cross-products	.676	-.028
Covariance	.085	-.003

Although the data does not demonstrate a significant correlation, the findings emphasize the critical need for proactive measures to address both perceptions and experiences of sexual harassment in the workplace. Clear policies, comprehensive training programs, and fostering a culture of respect are vital steps toward mitigating these issues.

Existing research highlights the role of gender stereotypes and individual awareness in shaping perceptions, underscoring the complexity of these dynamics. To better understand and address these

interactions, future research should consider diverse samples and delve into the influences of cultural, organizational, and individual factors. Developing comprehensive harassment prevention strategies that acknowledge these complexities is essential for creating safe and inclusive workplace environments.

Relationship between Perceptions on Sexual Harassment and Moral Disengagement in Sexual Harassment

Table 15 analyzes the relationship between perceptions of sexual harassment and moral disengagement in sexual harassment, reporting a weak positive Pearson correlation coefficient (0.237) that suggests a slight tendency for higher perceptions of harassment to align with increased moral disengagement. However, this relationship is not statistically significant, as indicated by a high p-value (0.539) that exceeds the standard alpha level of 0.05. The covariance value (0.029) further underscores the weak and non-significant nature of this relationship, suggesting it may result from random chance rather than a meaningful association.

Table 15: Relationship between Perceptions on Sexual Harassment and Moral Disengagement in Sexual Harassment

Correlations	Perceptions on Sexual Harassment	Moral Disengagement in Sexual Harassment
Pearson Correlation	1	.237
Sig. (2-tailed)		.539
Sum of Squares and Cross-products	.676	.234
Covariance	.085	.029

The findings indicate a weak and statistically insignificant correlation between perceptions of sexual harassment and moral disengagement, yet they highlight the need to explore the broader implications of these variables in workplace contexts. Worke, Koricha, and Debelew (2021) provide relevant insights by examining sexual harassment in the hospitality industry, where harassment is shown to be pervasive and influenced by both organizational and individual risk factors. Their study reveals the far-reaching consequences of harassment, affecting employees' work performance, health, finances, and family life.

To effectively address these challenges, it is essential to implement strategies that address organizational culture, societal norms, and preventive measures. Future research should focus on larger sample sizes and include additional variables to better understand the interplay between perceptions of sexual harassment and moral disengagement. Such efforts are critical for developing targeted interventions and fostering workplace environments that prioritize safety, respect, and accountability.

Relationship between Sexual Experience on Sexual Harassment and Moral Disengagement in Sexual Harassment and Perceptions on Sexual Harassment

Table 16 evaluates the correlations among sexual experience, moral disengagement in sexual harassment, and perceptions of sexual harassment. The results reveal weak and statistically insignificant relationships. Sexual experience exhibits negligible correlations with moral disengagement (-0.089, p=0.695) and perceptions of harassment (-0.074, p=0.849). Similarly, the correlation between moral disengagement and perceptions of harassment is weak (0.237, p=0.539). These findings suggest that personal sexual

history does not significantly influence moral disengagement or harassment perceptions, nor is there a strong relationship between moral disengagement and perceptions of harassment.

Table 16: Relationship between Sexual Experience on Sexual Harassment and Moral Disengagement in Sexual Harassment and Perceptions on Sexual Harassment.

Correlations	Sexual Experience	Moral Disengagement in Sexual Harassment	Perceptions on Sexual Harassment
Pearson Correlation	1	-.089	-.074
Sig. (2-tailed)		.695	.849
Sum of Squares and Cross-products	.829	-.113	-.028
Covariance	.039	-.005	-.003
	22	22	9

These results emphasize that attitudes and behaviors related to sexual harassment are shaped more by psychological, social, and organizational factors than by personal sexual history. Addressing these issues effectively requires a systemic approach that includes education, training, policy development, and fostering supportive workplace cultures to mitigate harassment-related risks and promote respect and accountability.

Supporting these conclusions, Navas, Maneiro, and Sobral (2021) found that moral disengagement mediates the relationship between dark triad personality traits—Machiavellianism, psychopathy, and narcissism and ambivalent sexism among male perpetrators of sexual violence. This finding highlights the complex interplay of psychological and social factors in perpetuating harassment and violence.

Taken together, these insights underscore the importance of adopting multifaceted, systemic strategies to prevent harassment. By addressing the psychological underpinnings and social norms that enable harassment, organizations can create safer, more inclusive environments.

The data provides a comprehensive analysis of factors shaping attitudes toward sexual harassment. The majority of respondents (96.1%) are aged 18-25, with females comprising 59.8%, emphasizing the need to consider gender perspectives, as women historically report higher harassment rates. Respondents' institutional affiliations—University B (45.5%), University A (35.7%), and University C (18.8%)—suggest organizational culture may influence harassment perceptions.

Psychological climate data reflects mixed views on reporting harassment. While respondents trust investigative processes, a neutral stance on comfort in reporting suggests potential barriers remain. In terms of sexual experiences, gender harassment and sexual coercion are less frequent but impactful, whereas unwanted sexual attention is more prevalent.

Regarding moral disengagement, respondents largely reject justifications for inappropriate behavior, emphasizing personal accountability and respectful workplace interactions. These findings underscore the importance of targeted, holistic measures addressing demographic, institutional, and psychological factors to effectively prevent and manage sexual harassment.

Conclusion

The study highlights the pervasive and multifaceted nature of workplace sexual harassment and moral disengagement, emphasizing critical areas for intervention. While respondents generally trust the

investigation process, their unease regarding the initial stages of reporting reveals systemic barriers and communication gaps. Gender harassment (mean scores 1.82–1.85) and sexual coercion (mean scores 1.44–1.74), though infrequent, significantly impact individuals' well-being, necessitating targeted interventions. More prevalent issues, such as unwanted sexual attention (mean scores 2.25 for stares and 2.05 for remarks) and physical contact harassment (mean score 1.91), underscore the urgency of comprehensive measures to foster respectful and safe workplaces.

Data on moral disengagement reveals broad rejection of justifications for harassment, including victim-blaming attitudes and euphemistic labeling, though some ambivalence remains due to societal norms, such as comments about women's appearance (mean score 2.84). The lack of significant correlations between sexual experiences, harassment perceptions, and moral disengagement suggests that these perceptions are shaped more by cultural and organizational dynamics than personal encounters. Addressing these systemic issues is essential to creating inclusive, equitable workplaces that promote accountability and respect.

Recommendation

To effectively address workplace sexual harassment, organizations must adopt comprehensive and inclusive approaches. Establishing clear reporting channels is essential to ensuring individuals feel safe and supported, with transparent and thorough investigations to build trust. Preventing gender harassment requires targeted policies and interventions, acknowledging the significant impact of even infrequent incidents on individuals' well-being. To combat sexual coercion, robust policies must be developed, accompanied by employee education to recognize and resist coercive behaviors, supported by strong systems for victim assistance. Mitigating unwanted sexual attention calls for multifaceted strategies such as education, awareness campaigns, and enforcing boundaries to reduce pervasive behaviors. Addressing physical contact harassment demands enhanced preventive measures and victim support to safeguard personal boundaries. Promoting respectful attitudes involves challenging dismissive and harmful behaviors, ensuring accountability for misconduct, and rejecting euphemistic labeling and justifications. Organizations must also challenge cultural norms that excuse inappropriate behavior, such as victim-blaming or attributing harassment to workplace atmospheres, by fostering empathy and respect. Finally, holistic strategies that combine subjective insights with empirical data, including education, training, and policy development, are critical. Further research, particularly cross-cultural and longitudinal studies, is essential to understanding these dynamics and creating effective, targeted interventions.

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