Curriculum Manual on Policies and Mechanisms for Preventing Sexual Harassment in Media Organizations

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FOREWORD

Sexual harassment in the workplace is a worldwide concern. The majority of studies have determined that it is a silent threat, as victims or witnesses frequently opt to remain silent as a result of the power dynamics and organizational pressures that compel many victims to remain silent. On the other hand, organizations frequently disregard these matters as personal matters and prioritize their image, which leads to the public being unaware of the issue. This has resulted in the societal misconception that sexual harassment does not occur in organizations. The issue of sexual harassment has been consistently encountered by media organizations in Thailand; however, it has not been publicly disclosed. Only a small number of cases have garnered widespread attention. The media's role and responsibility in safeguarding the rights and freedoms of the public are frequently disregarded, even when media workers themselves experience sexual harassment.

Since UNESCO introduced the Gender-Sensitive Indicators for Media (GSIM) in 2012, there has been progress in the development of indicators that are consistent with the principles of gender sensitivity in media professions and that establish a safe working environment for both women and men. The establishment and implementation of comprehensive systems for prevention, complaint mechanisms, support, and remedies regarding sexual harassment and workplace abuse are plainly underscored by these indicators.

In an effort to employ the principles of the GSIM, this training course on policies and mechanisms for preventing sexual harassment in media organizations has been developed with the intention of functioning as an additional mechanism to address sexual harassment in the media industry. The objective is to develop a curriculum and offer training to media executives and journalists, thereby providing them with the necessary guidelines for establishing mechanisms to prevent sexual harassment in their organizations and formulating policies. Through this initiative, the objective is to increase awareness among media organizations regarding the significance of protecting the sexual rights of their employees.

The course proceeds with a comprehension of the definitions, forms, and myths surrounding sexual harassment, as well as case studies of harassment in media organizations. Participants will be able to collectively observe sexual harassment phenomena, with a particular concentration on the victim's experience. Furthermore, the course investigates the rights of victims as media professionals, as well as policies, legal frameworks, and best practices for preventing sexual harassment. The ultimate objective is to provide guidance for the development of practices, policies, and mechanisms for preventing sexual harassment in Thai media organizations.

With the support of UNESCO and IPDC (Sweden), this course has been piloted in a training program for the first cohort of 18 journalists and media executives in Thailand. The program was implemented in partnership with the Faculty of Communication Arts at Chulalongkorn University, the Thai Journalists Association, the M.A. Program in Women, Gender, and Sexuality Studies at the College of Interdisciplinary Studies at Thammasat University, and the Women and Men Progressive Movement Foundation (WMP.).

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Sexual Harassment in the Workplace and Case Studies from Media Organizations: Myths, Definitions, and Forms of Harassment

The #MeToo movement has gained prominence as the most prominent advocate against sexual harassment in the workplace, particularly in the media industry, since it went viral worldwide in 2017. The revelation of severe instances of sexual harassment in Hollywood by American actress Alyssa Milano served as a catalyst for numerous female actors to disclose their own experiences of sexual abuse. The #MeToo movement has served as a significant catalyst, enabling victims of sexual harassment and gender bias-which began with those in the media industry to pursue justice for their abuse.

In 2021, the International Trade Union Confederation (ITUC) conducted an online survey that collected the opinions of 12,242 workers in 10 countries. Approximately one-third of respondents (33%) are of the opinion that women are more likely to experience harassmet and violence in the workplace than males in nearly every profession (Sahatorn Petvirojchai, 2021). This is consistent with the U.S. Equal Employment Opportunity Commission (EEOC) data, which indicated that there were 27,291 complaints of sexual harassment in the workplace from 2018 to 2021, with 78.2% of these complaints being submitted by women. The report also suggests that the number of complaints has considerably increased since the #MeToo movement was established in 2017 (Supawadee Chaicalow, 2023).

Workplace safety is a fundamental right that should be guaranteed to all employees. However, the workplace can occasionally become an unsafe space, particularly as a result of sexual harassment, which has emerged as a significant global concern.

The United Nations Office on Drugs and Crime (UNODC) (ThaiPBS, 2022) published a report that revealed that more than 87% of sexual harassment incidents go unreported, suggesting that a substantial quantity of violence is concealed. The issue's comprehension is influenced by the diverse and extensive character of sexual harassment behaviors. In Thailand, cultural values frequently promote the acceptance of sexual harassment, as societal norms are profoundly rooted in a tradition that promotes unequal sexual relations between men and women.

Contemporary global feminist issues in the fourth wave of feminism focus on "sexual harassment" and "combating rape culture," frequently promoted through campaigns that employ social media tools and hashtags. #HeForShe, a campaign by UN Women that encourages males to participate in the movement for gender equality, and #MeToo, a campaign that advocates against sexual harassment, are among the most prominent and influential campaigns of the fourth wave. The 1970s and 1980s marked the onset of a growing recognition of the necessity for gender-sensitive organizational cultures, with a significant amount of research that concentrated on gender inequality within organizations. Joan Acker (1990) introduced the theory of gendered organizations, which highlighted the importance of organizational policies and cultures, thereby introducing a paradigm shift in gender equality studies. This framework transferred the focus from individual-level gender inequality to an organizational analysis, thereby igniting additional research that associated "gender" with "work and organizations."

In explaining gender inequality in the workplace, many sociologists refer to Joan Acker's (1990) theory. This theory posits that gender inequality is profoundly ingrained in the structures of organizations that are not gender-neutral. The interconnection between gender and class relations is inextricably produced in organizational spaces. Gender is frequently used to establish hierarchies within organizations, and class relations are frequently segregated based on gender. The control of work processes, wage relations,

workplace relationships, and the structures of labor markets are frequently impacted by gender symbols, the processes of gender identity, and the inequalities between men and women.

Sexual harassment in the workplace is one form of gender discrimination, a silent threat that has been hidden in many organizations for a long time and is not easily eradicated. Organizational culture is profoundly ingrained with illusions that are derived from authoritarianism, patriarchy, and patronage systems. Consequently, numerous instances of sexual harassment are perceived as normal, trivialized, or involving the targeted individual's consent. The victim may acquiesce to sexual advances in anticipation of career advancement or out of fear of being terminated if they decline. According to a survey conducted by the Thai Health Promotion Foundation (ThaiHealth) in partnership with NIDA Poll (TNN, 2024), 55.32% of respondents who were employees in Thai organizations chose to remain silent when confronted with instances of sexual harassment in the workplace.

The silence surrounding the issue of sexual harassment in organizations stems from myths that create misconceptions about the nature of harassment. It is crucial to develop a clear understanding of the definition of sexual harassment in the workplace. This will help in the clarification of the scope of the problem and the effects of harassment, thereby enabling the organization to prioritize this issue as a high priority for prevention and remediation initiatives.

Sexual Harassment Myths

The Department of Women's Affairs and Family Development (2023) reports that sexual harassment in the workplace is characterized by behaviors that establish a hostile or undesirable environment. These behaviors include verbal harassment, which includes comments regarding physical appearance, sexual jokes, and mocking or degrading remarks regarding one's gender or sexual orientation. It may also involve non-verbal behaviors, including the act of leering, blowing kisses, whistling, touching, or displaying obscene objects. Furthermore, another form of harassment involves the use of power or authority to solicit sexual favors in exchange for work benefits or punishments. This often occurs when an individual in a more senior position exploits their authority over an individual with less power, resulting in unwanted physical contact or sexual relations. Even when such acts involve apparent consent, they are still considered violations of ethical standards.

A study conducted by the Thai Health Promotion Foundation (ThaiHealth) in collaboration with NIDA Poll (TNN, 2024) surveyed 2,000 participants aged 20 and older, including civil servants, state employees, and private sector workers, about sexual harassment in the workplace. The findings revealed that verbal harassment often included comments on physical appearance and requests or invitations for sexual relations. Non-verbal harassment involved leering and suggestive stares. Physical harassment included instances of hand-holding, shoulder, arm, and back-touching, getting too close or being physically pressed against, rubbing or

touching the neck, shoulders, or back, as well as hugging, kissing, and instances of physical coercion into sexual activities. Additionally, some participants reported receiving sexually explicit messages, pornographic videos, and images of body parts or genitalia.

One common misconception about sexual harassment is the belief that it only occurs when there is physical contact with parts of the body associated with sexual feelings. There is ongoing debate about the definition of sexual harassment, which can include various behaviors such as verbal comments, critiques of appearance, teasing, obscene jokes, mocking or demeaning someone's gender, sex, or sexual orientation, as well as sexual assault, rape, indecent acts, and sexual molestation. These actions are sometimes difficult to categorize as sexual violence.

This misunderstanding of what constitutes sexual harassment makes it challenging to address and eradicate the problem in the workplace. Cultural myths rooted in authoritarianism, patriarchy, and patronage systems are deeply embedded in organizational structures, causing many cases of sexual harassment to be viewed as normal, trivial, or even consensual, with victims sometimes perceived as willingly engaging in these behaviors to advance their careers or avoid being fired for refusing sexual advances.

Sexual harassment has significant impacts on both physical and emotional health. Affected individuals often experience stress, headaches, anxiety, and a loss of self-esteem. The consequences of harassment not only shake the affect individual's sense of self but also affect their work,

leading to decreased productivity and frequent absences as they try to avoid confronting the harasser at work (Department of Women's Affairs and Family Development, 2023).

Raising awareness of the cultural myths that underpin society is crucial to seeking preventive measures against sexual harassment in media organizations. Dismantling these myths is essential. Common myths include victim-blaming, the misconception that not refusing is equivalent to consenting to sexual relations, the myth surrounding workplace romantic relationships, misunderstandings about drinking, sleeping, and intoxication as forms of consensual sex, the power dynamics stemming from hierarchical positions, and the myth related to grooming as a form of sexual harassment.

1. Victim-Blaming Myths

Thai society often harbors the belief that sexual harassment stems from a man's desire for sexual release. At the same time, scrutiny tends to focus on the woman's behavior, questioning whether she has conducted herself appropriately as a "proper lady." This societal gaze places the burden of self-protection on women, implying that any violation is a stain on their character. This imbalance reflects a patriarchal structure, where male harassment is normalized as a natural release of sexual frustration (Chalidaporn Songsamphan, cited in Wanna Numun, 2013).

Examples of victim-blaming beliefs in Thai society include:

- The idea that a woman's clothing is responsible for rape.

- Sexual violence is often seen as being perpetrated by strangers in secluded areas.
- Violence is viewed as a personal issue.
- Women may falsely claim rape to take revenge on men.
- If a woman shows no signs of physical injury, she was not truly raped.
- Men commit sexual violence because they cannot control themselves.
- Sexual violence is considered a legal issue driven by sexual desire.
- Women "ask for it" by provoking men.
- Female victims are blamed for causing sexual arousal in men.
- Women initiate relationships.
- Women are blamed for walking in isolated places.
- "Good" women don't go home late.
- "Good" women don't go out at night.
- "Good" women don't wear revealing clothes.

These myths arise from gender bias and reinforce the notion of women's inferiority. Such attitudes turn the victim into the accused, condemning women as the root cause of the issue. This distortion of the root causes of sexual harassment creates an environment where many women feel unable to seek justice. When considering the impact of victim-blaming, many women fear that their lives will never be the same after disclosing their experiences of sexual harassment.

2. The Myth of "Not Refusing Equals Consent to Sexual Relations"

Behavioral research has found that many people believe that the absence of refusal or resistance is an indication of consent to engage in sexual activity (Beres, Herold & Maitland, 2004; Hall, 1998; Hickman & Muehlenhard, 1999; Humphreys, 2004; Humphreys and Brousseau, 2010; Jozkowski et al., 2014, cited in Pimpajee Yenura, 2019).

The myth surrounding rape suggests that a victim must physically resist or show clear signs of refusal, such as bruises, bloodstains, or torn clothing from a struggle, or verbally express a clear "no." When a victim does not explicitly refuse, the perpetrator may falsely interpret this as consent, which fuels the myth that they are not committing sexual harassment. Society often falls into the trap of believing that consent must always be expressed clearly, and when sexual harassment occurs, the question of consent is frequently raised.

Thus, a clear definition of sexual harassment must involve the concept of "consent" in sexual behavior. Even if there is no physical resistance, sexual harassment still occurs when there is no willing consent from the victim. Sexual harassment, therefore, refers to actions that make the victim feel "unsafe in a sexual context", and the focus should be on the victim's feelings rather than the intent of the perpetrator. If the behavior occurs without the victim's consent, it is considered sexual harassment regardless of the absence of visible resistance.

3. The Myth of Sexual Relations in Workplace Romances

There is a prevalent belief that once individuals have had sexual relations, they must always consent in future encounters. This myth is commonly seen in romantic relationships, including both dating and marital relationships, where the power dynamics often lead to non-consensual sex through negotiation or compromise to maintain the relationship. The myth implies that "rape cannot occur" in relationships where sexual contact has occurred before, based on the assumption that "rape typically involves strangers"- a belief that is fundamentally at odds with reality.

Research from Thailand and various countries worldwide has consistently debunked this myth, showing that victims are more likely to be sexually assaulted by acquaintances, such as friends, romantic partners, spouses, classmates, or relatives, rather than strangers (Kelly, 2002; White House Task Force to Protect Students from Sexual Assault, 2014; Women and Men Progressive Movement Foundation, 2017, cited in Pimpajee Yenura, 2019).

In Thailand, the law allows for the prosecution of a husband who rapes his wife, clearly establishing that Thai society does not condone sexual violence within romantic relationships. However, the myth that romantic partners must always be willing to engage in sexual activity continues to shape societal beliefs. In the context of the workplace, romantic relationships remain a gray area, where many people overlook the fact that this can also be a form of

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sexual harassment. This blind spot stems from the misconception that sexual consent is inherent in any established relationship, which perpetuates the issue in professional settings.

4. The Myth of Alcohol, Sleep, and Intoxication as Implied Sexual Consent

A common myth is the belief that sexual activity resulting from intoxication or substance use is not rape. Many hold the erroneous view that alcohol consumption or drug use signals consent to sexual activity. In reality, intoxication is not an indication of a desire to engage in sexual relations, but rather, it creates a vulnerable state in which a person may be unable to make fully conscious decisions or protect themselves from exploitation. Numerous studies show that substance consumption impairs judgment, leading to situations where sexual activity occurs without clear mutual consent. Research highlights that alcohol consumption is often associated with an increased risk of sexual assault (Abbey, 2002; Abbey, McAuslan, & Ross, 1998; Harrington & Leitenberg, 1994; Mohler-Kuo, Dowdall, Koss, & Wechsler, 2004; Tjaden & Thoennes, 2006, cited in Pimpajee Yenura, 2019).

5. The Myth of Power Dynamics and Authority Abuse

According to the Abuse of Power Theory, sexual harassment stems from the misuse of authority over another individual. This power can either be socially constructed or derived from hierarchical roles within organizations. Those in

positions of higher authority tend to be the perpetrators of sexual harassment against subordinates (Kanter, 1977 in Lee and others, 1996, cited in Amporn Tamronglak, 2009).

In many cases, superiors or those in positions of command abuse their power to continuously commit acts of sexual harassment. This dynamic also appears within families, where individuals like fathers or relatives use their authority to exploit younger or more vulnerable family members. This power dynamic serves as a myth that silences female victims, preventing them from speaking out about the harassment (Jaded Chaowilai, 2022).

In Thai society, this issue is pervasive, affecting individuals ranging from those in high-ranking positions, political figures, and government officials, to family members or close acquaintances. It reflects societal structures that facilitate sexual violence, particularly when the victim holds a lower social status or is in a subordinate relationship with someone older or more powerful. These factors allow perpetrators to commit offenses with impunity, remaining free from accountability because victims are often too intimidated to report the abuse (Varaporn Chamsanit, 2022).

6. The Myth of Grooming as a Precursor to Sexual Harassment

Perpetrators employ grooming, a subtle process of preparation, to manipulate victims, thereby rendering them

vulnerable to sexual harassment and ultimately attributing the blame to the victim for the consent. This term is frequently employed to characterize situations that involve child victims and is derived from the term "Child Grooming," which denotes the process of preparing a child for sexual abuse. Nevertheless, grooming can also occur in situations where the victim is not a minor.

The victim frequently knows and trusts the perpetrators of manipulation. They employ a methodical approach that entails a gradual timeline and a series of stages, with the objective of assisting individuals who are vulnerable, bewildered, or experiencing personal issues. During periods of isolation, the perpetrator approaches the victim, providing companionship and establishing trust. They cultivate intimacy to the extent that the victim may experience feelings of affection, sharing personal stories and secrets, which leads to a sense of dependence and specialness regarding the perpetrator.

This grooming process can become a silent threat, frequently going undetected by the victim. It cultivates trust and generates uncertainty regarding whether the interactions are manifestations of affection or instances of sexual harassment. Victims of sexual harassment frequently experience feelings of self-blame and worthlessness as a result of societal inquiries regarding their failure to resist or deny the advances.

Grooming may be accompanied by work-related assistance in the context of workplace environments, where the perpetrator utilizes their power and authority to establish dependency within the organization. This dependence can develop into a bond that results in sexual exploitation, leaving

the victim uncertain as to whether their experiences qualify as sexual harassment. Intimidation or remorse may be employed by perpetrators to compel victims to conceal the abuse, thereby preventing them from speaking out and requiring them to remain in ongoing compliance with the sexual misconduct.

Definition and Forms of Sexual Harassment

Sexual harassment is considered a form of gender discrimination under human rights law, specifically as articulated in the Civil Rights Act of 1964, which prohibits discrimination in employment based on race, color, religion, sex, or national origin (U.S. Equal Opportunity Commission, 2002, cited in Sprague, 2023). A report from the Secretary-General of the United Nations emphasizes the issue of harassment and defines it as "any inappropriate and unwelcome act that can be interpreted as causing discomfort or embarrassment to another person." In particular, "sexual harassment is defined as unwanted sexual advances, requests for sexual favors, or any verbal or physical conduct of a sexual nature (...)" (UNESCO, 2019, cited in Sprague, 2023).

In Asia, studies have found that 30 to 40 percent of women experience sexual harassment in the workplace (UN Women, 2019). Meanwhile, the International Labour Organization (2015) has defined sexual harassment in the workplace as follows:

"Sexual harassment in the workplace refers to any behavior of a sexual nature that affects the dignity of both women and men, which is deemed unwanted,

inappropriate, unacceptable, and contributes to a hostile work environment. It is characterized by behaviors that create a climate of fear, hostility, insecurity, or unacceptability, as well as the exchange of benefits (quid pro quo). Sexual harassment occurs when an employer, supervisor, manager, or coworker attempts to influence the recruitment process, promotion, training, punishment, termination, salary increase, or any employee benefits in exchange for sexual favors."

In terms of law, "sexual harassment in the workplace" is divided into two main categories:

1. Quid Pro Quo Harassment: This occurs when employees are coerced into accepting sexual harassment in exchange for benefits, such as promotions or avoiding termination. This form of harassment is not solely driven by sexual attraction but aims to demonstrate superiority or the exertion of power from a higher position (Sprague, 2023). If employees do not comply, they may face negative repercussions in their careers, such as unfair reassignment, disciplinary action, denial of raises, reduction of responsibilities, or pressure to resign.

2. Hostile Environment Harassment: This refers to harassment in an unwelcoming environment based on sexual issues, which includes violations of sexual rights, insults, and derogatory remarks. This type of harassment negatively impacts the work atmosphere, causing victims to feel uncomfortable and anxious. The objective is to diminish the value of the victim and induce feelings of shame, such as displaying pornography in the workplace, introducing obscene materials,

discussing sexual matters, or criticizing others' bodies in a sexualized manner. Such harassment tends to stem from sexual hostility rather than sexual desire (Berdahl, 2007, cited in Sprague, 2023).

In Thailand, measures to prevent and address sexual harassment in the workplace were first approved by the Cabinet on June 16, 2015. However, assessments of these measures have revealed that they do not adequately cover the processes for investigations and the protection of complainants, witnesses, and the accused. Furthermore, it has been observed that certain government agencies and state enterprises continue to experience incidents of sexual harassment in the workplace (Department of Women's Affairs and Family Development, 2021).

In the *Guidelines for Preventing and Addressing Sexual Harassment in the Workplace* by the Department of Women's Affairs and Family Development (2021), the definitions, forms, and behaviors associated with sexual harassment in the workplace are clearly outlined as follows:

Sexual harassment refers to any sexual behavior or actions that are coercive and unwanted, using power dynamics through words, messages, gestures, eye contact, vocal expressions, images, documents, electronic data, or pornographic materials. Such actions or behaviors cause the victim to feel uncomfortable, annoyed, humiliated, dishonored, or degraded. This includes stalking, harassment, or any actions that create an unsafe sexual environment.

Sexual harassment in the workplace occurs between employers and employees, supervisors and subordinates,

colleagues against each other, teachers and students, as well as officials of an organization and those working with the organization, such as interns, contractors, or service recipients. These actions may create conditions affecting employment, recruitment, appointments, or any other impacts on the victim in both public and private sectors, including educational institutions. Sexual harassment can take place in offices, company event venues, assigned work locations, meeting and training venues, and during work-related activities, such as while traveling for work, using the phone for coordination, or through electronic media communication.

Forms of Sexual Harassment in the Workplace

1. Creating an Unwanted or Hostile Environment: This form of harassment includes behaviors that cause sexual discomfort or annoyance in the workplace. Examples of verbal harassment may include criticizing someone's appearance, making lewd jokes, teasing, or mocking individuals based on their gender, gender identity, or sexual orientation. Physical gestures may involve suggestive looks, blowing kisses, whistling, inappropriate touching, or the display of sexual materials such as pornographic images, calendars, or explicit emails and screenshots.

2. Exploitation or Punishment Related to "Work": This type of harassment is one of the most overt forms of sexual misconduct, where power dynamics are exploited to obtain sexual favors. This may involve exchanging benefits or using authority to grant or deny advantages related to employment for sexual gratification, such as engaging in sexual intercourse,

inappropriate touching, or other sexual acts. Such harassment typically occurs when individuals in power target those who are less powerful. Even if the victim appears to consent or feels coerced into submission, it is still considered sexual harassment because it involves the exchange of organizational benefits, violating principles of good governance in management. This not only impacts individuals but also affects the organization's operational efficiency and overall image.

Behaviors of Sexual Harassment in the Workplace

Sexual harassment includes unwanted behaviors that cause distress, discomfort, embarrassment, or feelings of humiliation for the victim. Such behaviors can be classified into five categories as follows:

1. **Visual Actions:** This includes inappropriate staring at a person's body with sexual implications, such as looking up a skirt or focusing on breasts or necklines. Such behavior can make the target feel uncomfortable, embarrassed, or uneasy, and may also affect others present in the vicinity.

2. **Verbal Actions:**

- Criticism of appearance, body shape, and attire with sexual undertones, as well as invitations to engage in sexual acts in private settings that the victim does not want.

- Making sexual jokes, flirting, using vulgar language, engaging in lewd phone calls, or referring to women in sexualized terms.

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- Group discussions that critique the sexual behavior of coworkers, sexual conversations, sharing opinions about sexual orientation, and asking intrusive questions about sexual experiences or spreading rumors about someone's sexual life.

3. Physical Actions:

- Unwanted touching, caressing, or any physical contact that carries sexual implications, including hugging, kissing, or any form of inappropriate physical interaction, such as pulling someone onto one's lap.

- Persistent unwanted attention, such as standing too close, cornering someone, suggestive winking, inviting gestures, or using body movements to convey sexual meanings.

4. Other Actions:

- Displaying sexually explicit images, objects, or messages, including accessing pornographic material in the workplace or on personal computers.

- Expressing sexual content through public displays, such as showing risqué calendars, drawing sexual illustrations in public places, or sharing sexually explicit symbols or messages online (e.g., on social media platforms like Facebook, LINE, etc.).

5. Sexual Acts with Conditional Benefits:

- Promising benefits such as job positions, academic results, training opportunities, or promotions in exchange for sexual favors. This includes requests for overnight stays or sexual relations.

- Threatening negative consequences related to employment or education, including intimidation, coercion for sexual acts, or attempts at sexual assault.

These behaviors represent various ways in which sexual harassment can manifest in workplace settings, creating a hostile and unsafe environment for individuals.

Sexual Harassment in Media Organizations

Similar to the findings regarding sexual harassment in workplaces across various organizations, the circumstances within media organizations reflect comparable issues. Data from a global study conducted by WAN-IFRA, which analyzed sexual harassment problems in 20 countries, including those in Southeast Asia (Peyrgne, 2022), revealed that women in media organizations face an average risk of 41% of experiencing sexual harassment in the workplace. Notably, evidence indicates that female media workers and individuals from gender-diverse groups are nearly three and a half times more likely to experience harassment compared to men.

The study indicates that, on average, 41% of female journalists have encountered sexual harassment, either in verbal or physical forms, occurring in the workplace. However, only 1 in 5 individuals reported these incidents. More than 80% of cases of sexual harassment remain unreported, primarily due to fear, such as fear of negative repercussions, fear of job loss, fear of not being believed, and fear of retaliation. Additionally, approximately one-quarter of survey respondents stated that they did not report their experiences

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of harassment because their organizations lack mechanisms for addressing such issues and/or they were uncertain about how to proceed. Research also demonstrates that the majority of sexual harassment experiences are perpetrated by colleagues (39%) or senior executives (19% being direct supervisors and 18.9% being other senior management).

A qualitative study conducted in Thailand, which involved in-depth interviews with administrators of media organizations, investigated the prevalence of sexual harassment within these organization. The research demonstrated that sexual violence in television stations encompassed a variety of behaviors, including verbal sexual harassment in the newsroom, criticism of news subjects involved in sexual violence cases, the distribution of explicit images, the exposure of genitalia, and acts of masturbation in the newsroom. Unwanted physical contact, sexual harassment during field reporting, and voyeurism in women's facilities were all examples of physical violence (Tinnam, 2015).

Verbal Sexual Harassment

In the newsroom, journalists and photographers would frequently remark on women they observed on television, particularly when a female subject or celebrity was featured. This was the case whether they were monitoring the news or waiting for work to conclude. Remarks such as "She deserved it" or "Look at her wild face" would be made if the woman was dressed provocatively or had been the victim of sexual assault. Instead of cultivating reverence for human integrity, these women were subjected to ridicule. Despite the fact that

they were a part of a media organization that was expected to maintain higher standards of responsibility, they continued to make inappropriate comments, such as "She shouldn't have worn something that short; might as well not wear anything" and "She's pretty in real life, no need to cover her face-she deserves to be raped" (Editor, TV station, interviewed November 20, 2014, in Tinnam, 2015).

Unwanted Physical Contact

An incident transpired fifteen years ago in which a photographer's assistant inappropriately touched a female journalist while they were on assignment after consuming alcohol. The assistant was reprimanded after the issue was disclosed, thereby serving as an example for others. These incidents were uncommon but significant (Manager, Political News Division, TV station, interviewed January 16, 2015, in Tinnam, 2015).

Explicit Images

Images that are explicit In the editorial department, sexual harassment was frequently portrayed as a joke. For example, group chats used for professional communication were inundated with explicit images of women. Female colleagues would respond casually, saying things like "You should be more considerate, I'm a woman too," in a half-jesting, half-serious manner. This conduct is indicative of the inclination in Thai society to dismiss such incidents as pranks, thereby exacerbating gender disparities. One editor

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acknowledged, "We are not pleased with it at all" when asked whether this conduct was permissible (Editor, ASEAN News, TV station, interviewed December 9, 2014, in Tinnam, 2015).

Voyeurism

A male photographer was discovered spying on women in the restroom at Modern 9 TV ten years ago. This photographer admitted that, with the exception of elderly women, he frequently watched women in the restrooms, despite the fact that they were relatively private (Editor, TV station, interviewed November 20, 2014, in Tinnam, 2015). In the same vein, there were instances of voyeurism in the restrooms at Channel 5, which included the use of hidden cameras, approximately 2-3 years ago. The perpetrator was ultimately apprehended, subjected to a report, and the incident was documented by the authorities. This had a substantial psychological effect on the female staff, which led the organization to implement more stringent security protocols (News Production Supervisor, TV station, interviewed November 4, 2014, in Tinnam, 2015).

Exposing Genitalia and Masturbation

During the military coup, soldiers were stationed at one of the television station, and one soldier exposed his genitalia and masturbated in front of the female news anchors' dressing room. Concerns were raised about what could happen if the soldier had a weapon and threatened sexual

violence. In order to safeguard the organization's reputation, the incident was concealed, which undermined the safety of female employees. Despite the fact that some women reported being watched while changing their clothing, no official statements or actions were taken to address the situation. Contrary to other stations, such as Channel 3 and Channel 7, which were equipped with CCTV surveillance, the premises were devoid of security measures to prevent unauthorized entry (Editor, TV station, interviewed November 20, 2014, in Tinnam, 2015).

Sexual Assault

An intern and a photographer were involved in a situation that turned into a sexual relationship. A complaint was subsequently submitted by the woman, which resulted in the photographer's dismissal. The organization's decision to terminate his employment was validated by the fact that the incident occurred during work hours (Editor, Political and Security News, TV station, interviewed December 8, 2014 in Tinnam, 2015).

In certain instances, female journalists who were accompanying photographers or drivers to cover stories in remote regions were subjected to inappropriate behavior from new or rotating staff members. Although the behavior did not always progress to harassment, inappropriate gestures were reported, and these incidents were resolved by engaging in discussions with the supervisors of the individuals involved (Editor-in-Chief, TV station, interviewed November 20, 2014, in Tinnam, 2015).

The media industry's increasing awareness of sexual harassment in the workplace was initially brought to the forefront in 2003. This was the result of an incident in which a high-ranking civil servant, known as "Big Khee Lee," acted in an inappropriate manner toward a female journalist. The Government House Press Corps responded by issuing a statement that cautioned against the suspicious behavior of a high-ranking official who allegedly attempted to invite a young female journalist to his room during a cabinet meeting in Phuket (MGR Online, 2016).

In 2006, the National Human Rights Commission conducted a panel discussion entitled "Female Journalists and Sexual Harassment." The panelists emphasized that journalists, particularly women, frequently work under unpredictable hours and occasionally encounter risks in order to obtain news. It was observed that sexual harassment is most often perpetrated against individuals who resist such advances, rather than those who are willing to participate. It is crucial to note that female journalists do not receive formal training in self-defense; rather, they receive informal guidance from their more senior colleagues. Physical violence was among the numerous forms of workplace harassment that were addressed in relation to female journalists. There is a common expectation that female journalists be "tough" by prioritizing news over all else, imbibing, smoking, and tolerating inappropriate behavior, including being molested in exchange for information. Harassment by male colleagues is frequently downplayed with justifications such as intoxication or the suggestion that the woman gave her assent. The majority of sexual harassment cases are resolved through informal

settlements, and social violence, such as the downplaying of the severity of sexual harassment, continues to be prevalent. The issue of sexual harassment against female journalists is consistently addressed; however, it has never garnered significant public attention due to the lack of societal recognition of its importance (Prachatai, 2018).

In 2016, the Center for Investigative Journalism for Civil Rights (TCIJ) conducted an interview with a senior female correspondent regarding the prevalence of sexual harassment in the news industry. She stated that female journalists are frequently subjected to harassment by male colleagues and informants, particularly those who are regarded as appealing. The prevailing male attitude that women are predominantly valued for their appearance rather than their intellect is one of the primary causes of this problem. Women are frequently perceived as commodities to be admired or pursued, rather than as professional colleagues (Prachatai, 2018).

Documentary evidence of a conversation with a man who designated himself as an affluent individual was provided by a female social affairs journalist from a prominent television station in 2017. She lodged a complaint with the authorities against the individual, alleging that he had offered her money in exchange for becoming his concubine. The reporter described how, on the night of the incident, a Facebook user added her as a friend and subsequently privately messaged her, offering her 222,000 baht per month in exchange for becoming his mistress. The individual increased the offer by an additional 65,000 baht when she declined,

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resulting in a total of 287,000 baht The man also submitted nude photographs of other women, claiming that they were his mistresses, and included a photograph of his genitals (Prachatai, 2018).

Another notable instance occurred in 2017, when there were numerous reports of a media organization executive engaging in sexual harassment against employees. This incident ultimately resulted in the executive's resignation amid widespread social criticism. This led to the Thai Journalists Association establishing a fact-finding committee (Prachatai, 2018). The subsequent investigation cleared the executive of any misconduct associated with sexual harassment, determining that the conduct was "playful teasing and physical contact typical of close acquaintances" (Prachachat Business, 2018). The accused was a prominent and esteemed figure in the media industry, which resulted in the case becoming a scandal. The media organization that was the site of the harassment was acknowledged for its exceptional work and its substantial contribution to the dissemination of news that safeguards the public interest. The case was subjected to intense scrutiny due to the fact that the executive, a highly respected member of the media community, was accused of sexually harassing female journalists within his own organization. This action undermined public confidence and trust in the organization. Nevertheless, the accused was acquitted due to the decision that "teasing and physical contact" did not constitute sexual harassment, and the affected individual opted to resign. This instance unequivocally underscored the ambiguity that exists in the context of sexual harassment within media organizations, as

well as the fact that media organizations have not yet established secure environments that are free of such harassment.

Another notable instance occurred in 2023 when The Standard discontinued the broadcast of the program "Anything in the World is Physics" in response to allegations that a science communicator on the program had engaged in physical and psychological harassment, resulting in the mistreatment of numerous women. The resolution and provisions of the Standard were as follows: 1) The immediate termination of the program "Anything in the World is Physics"; 2) The retroactive cessation of all content featuring the individual across all platforms; 3) The termination of all collaboration with the individual in issue; 4) The company prioritized the mental health of affected employees and implemented comprehensive support measures; 5) The company committed to providing their full cooperation in the event of legal proceedings (Thairath Online, 2023).

The majority of media organizations in Thailand still lack distinct policies regarding protection from sexual violence, as evidenced by the conclusions derived from the study *Gender Equality in Thai TV Broadcasting Organizations* (Tinnam, 2015). When such incidents occur, they are typically resolved by establishing an ad hoc committee and addressing them on a case-by-case basis. Perpetrators may be dismissed and criminal proceedings may be pursued in instances of grievous misconduct. Nevertheless, the measures to provide assistance to affected individuals are not sufficiently explicit. This situation is a result of the current theories of organizational

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management, which often neglect the significance of comprehending gender equality. Research on workplace sexual violence may facilitate comprehension of the intricacies of gender dominance and power dynamics in society that influence daily workplace interactions. In an effort to guarantee that their environments are free of sexual violence, media organizations should not only establish explicit policies but also implement preliminary measures. This report suggests that media organizations implement comprehensive safety policies that encompass sexual violence, including verbal, physical, and symbolic forms of harassment. Clear preventive measures, punishments, and support for victims should be implemented to guarantee that both men and women can work safely, both physically and mentally. These policies should encompass both fieldwork and newsroom operations.

UNESCO has been advocating for the promotion of gender sensitivity in media practices, which involves requiring media professionals to perform their duties with respect for human dignity and gender equality, since the release of the *Gender-Sensitive Indicators for Media* (GSIM) in 2012. However, this principle should not be restricted to media content production. It should also encompass the cultivation of an organizational culture that is devoid of sexual violence. As of today, the policies, environments, and work cultures of media organizations are inextricably linked to the discussions and awareness surrounding gender and sexuality in media. This is particularly true in the context of ensuring that these organizations have structures and policies that promote gender equality, including safeguarding against sexual violence.

UNESCO has made substantial progress in the development of indicators that underscore the significance of gender-sensitive organizational cultures at the international level. One of the most significant global movements in this regard is the *Gender-Sensitive Indicators for Media* (2012). The empowerment of women and the promotion of "gender equality" have been the fundamental objectives of UNESCO. Gender equality is the principle that both men and women are afforded the opportunity to develop their potential, access their rights and opportunities, and be valued without regard for their gender. The issue of gender equality must be pursued on a global scale. The role of media in promoting gender equality was emphasized at the Fourth World Conference on Women in 1995. This conference was particularly concerned with the crisis of female stereotypes and the inequality in women's access to and participation in communication systems.

UNESCO, in partnership with the International Federation of Journalists, established the *Gender-Sensitive Indicators for Media*, an internationally recognized framework of gender equality indicators, to achieve its objective of promoting gender equality (UNESCO, 2012). During the global discussions on International Women's Day in 2010, the issue of women in decision-making roles in media policy was addressed, which led to the formulation of these indicators. The indicators have been employed to assess gender sensitivity in media practices across a variety of regions worldwide since their publication in 2012.

The indicator that pertains to safe working conditions for both women and men, in accordance with the principles of

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gender sensitivity in media, is one of the gender-sensitive indicators relevant to the prevention of sexual harassment in media organizations. The following measures are employed to emphasize the prevention of sexual harassment:

1. Providing facilities that accommodate the unique requirements of women and men, such as safe transportation and/or dormitories for women after night shifts, sanitary facilities for women, and safety equipment for women in high-risk areas.

2. Developing and adopting comprehensive systems for the prevention, reporting, support, and remediation of sexual harassment and discrimination in the workplace.

3. Ensure that media policies are consistent with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in order to establish a secure working environment for both men and women, and to address any disparities that exist.

The *Gender-Sensitive Indicators for Media* (UNESCO, 2012) are intended for all formats of media. Our objective at GSIM is to motivate media organizations to integrate gender equality into their organizational policies and facilitate public accountability. Although GSIM may not be a pre-existing instrument for evaluating gender equality in media organizations, it is anticipated that it will offer a fundamental framework that media organizations can implement to further the gender equality agenda. It serves as a self-assessment instrument that emphasizes the promotion of gender equality within media organizations, with the objective of establishing

a benchmark for the expansion of women's potential in mass communication across global media organizations.

Conclusion

A shared comprehension of the definition of sexual harassment is a critical component of the prevention of sexual harassment in organizations. Sexual harassment is the term used to describe any verbal, visual, physical, or other actions that cause an individual to feel sexually unsecure. The affected individual's feelings should be prioritized over the perpetrator's intentions. Sexual harassment is defined as any action that is taken without the individual's consent. Consequently, the primary terms are "consent," "the feelings of the victim," and "sexually unsafe behavior."

Sexual harassment in the workplace is defined in a manner that is similar to general sexual harassment; however, it is distinguished by the abuse of professional power and authority. This entails exploiting the benefits or penalties of the "workplace." Harassment of this nature typically arises when an individual in a position of authority exploits an individual with less authority. The use of professional benefits as bargaining instruments, which violates the principles of good governance, is still considered harassment, even if the subordinate consents or submits due to coercion. This has adverse effects on the organization's operations and reputation, which are detrimental to both individuals and the organization. This can also be interpreted as a form of workplace sexual harassment in instances where a supervisor and a subordinate have a consensual relationship.

In Thailand, sexual harassment in media organizations encompasses a wide range of behaviors, including verbal harassment, which includes criticizing news sources that are involved in sexual violence, sending pornographic images, or exposing genitals and masturbating in newsrooms, and physical violence, which includes inappropriate touching, peeping on female journalists in restrooms, and performing sexual harassment during field reporting. The majority of media organizations in Thailand do not have explicit policies regarding sexual violence protection. Ad hoc committees are established to address the issue of sexual violence on a case-by-case basis when incidents occur. The perpetrator may be dismissed and prosecuted in severe cases; however, there are still insufficiently defined measures in place to provide affected individuals with support and redress.

By dismantling the myths that are profoundly entrenched in cultural norms, it is possible to identify methods of preventing sexual harassment in media organizations. The impact on targeted individuals should no longer be perceived as a personal matter. It can be a lengthy process to recover from sexual violence, which can have a negative impact on work productivity and create an unsafe work environment. This undermines the organization's credibility. The media can shift its perspective from the myths of protecting organizational interests and stop viewing sexual harassment as a private matter by using clear learning objectives and preventive measures. Every instance of sexual violence within an organization is a societal trauma, reflecting the broader impact of the issue.

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2

Employee Rights and Guidelines for Addressing Sexual Harassment in Media Organizations

Introduction

Creating a safe and fair working environment is of paramount importance, particularly regarding the protection of employees from sexual harassment, which must be treated as a matter of serious concern. This is especially relevant in media organizations, where the nature of the work is complex and high-risk. Studies on best practices for managing sexual harassment in media organizations are crucial in raising awareness and providing employees with knowledge about their rights, enabling them to protect themselves from undesirable situations effectively.

Moreover, having clear guidelines on preventing sexual harassment in the workplace not only fosters a safe and respectful working atmosphere for all but also instills confidence in employees as they perform their duties. This is especially vital for journalists and media personnel who frequently interact with a wide range of people and may face situations where they are at risk of sexual harassment. Establishing guidelines for both prevention and response when harassment occurs is essential to equip employees with the knowledge and confidence needed to take appropriate steps when confronted with such issues.

This chapter will present concrete practices for preventing sexual harassment in media organizations, including employee rights and response protocols in cases of harassment. These guidelines will help prioritize the creation of a safe organizational culture that genuinely respects human rights in the workplace.

The Importance of Employee Rights and Guidelines for Addressing Sexual Harassment in Media Organizations

The concept of bodily autonomy, particularly concerning sexual matters, plays a crucial role in protecting the rights of employees in media organizations. In Thai culture, there remains a significant gap in understanding and awareness of bodily autonomy in relation to gender issues. This is largely due to the deeply rooted structures of thought, beliefs, and values

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in Thai society, which are still tied to gender myths-particularly the entrenched 'patriarchal' perspective. This serves as a key factor in preventing those who are harassed from seeking help or pursuing legal action as they should. In some cases, even when affected individuals seek help and assert their rights through the justice system, they are re-victimized within that system, leaving them feeling ashamed or stigmatized as contributors to the incident (The 101. World, 2022).

In media organizations, which are supposed to uphold the protection of rights and freedoms, there has been a persistent lack of clarity on sexual rights. Furthermore, this issue often remains silenced. Therefore, it is necessary to challenge and dismantle gender biases in order to address the problem of sexual harassment in media organizations. Raising awareness and understanding about bodily autonomy is a critical step in addressing sexual harassment, creating a media organizational culture that is equitable and safe for all, especially for women, who are at a higher risk of gender-based violence than men (United Nations, 1993).

Awareness of bodily autonomy rights helps employees better protect themselves and manage risks. It builds confidence and courage to express themselves and defend their rights. Additionally, knowing one's rights serves as a supporting factor in encouraging the reporting of incidents, which in turn leads to appropriate prevention and response measures (World Health Organization, 2017).

Human Rights and Employee Rights: Foundations and Importance in Protection from Sexual Harassment

Understanding employee or labor rights must begin with a clear comprehension of the terms "human rights" and "rights," as these form the foundation of various legal entitlements. Legally, "rights" refer to the authority recognized by law that allows an individual to act concerning property and others or to demand others to perform or refrain from certain actions to their benefit (Anan Kiattisarnpipob, 2020). "Human rights" are inherent to all human beings, regardless of nationality, residence, gender, ethnicity, skin color, religion, language, or any other status. Everyone is equally entitled to human rights without discrimination. These rights are interconnected, interdependent, and indivisible (Department of Rights and Liberties Protection, Ministry of Justice, 2023).

The term "human rights" encompasses a broader scope than legal "rights." Generally, legal scholars explain that "rights" are benefits recognized by law, limited to the scope of legal principles. A person can only have rights if they are acknowledged by law. In contrast, "human rights" extend beyond legal recognition. Human rights are globally accepted as the minimum standard for treating individuals (Ministry of Labor, 2021).

The concept of protection from sexual harassment is fundamentally rooted in the power dynamics between employers and their delegates-such as managers, supervisors, or other authority figures-and employees, where employees

must follow the instructions of these individuals. Unscrupulous employers or supervisors may misuse their authority to seek sexual satisfaction from their subordinates, leading to sexual harassment, discomfort, and distress. This can negatively impact both the employee's performance and the overall success of the employer (Dharmniti, 2019).

Sexual harassment in the workplace, or related to work, is internationally recognized as a form of discrimination. Discrimination can be based on various factors such as race, religion, skin color, age, or gender. Sexual harassment is a form of gender-based discrimination and a violation of human rights, as recognized by the International Labor Organization (ILO) in the Employment and Occupation Convention of 1958 (Convention No. 111) and the Violence and Harassment Convention of 2019 (Convention No. 190), which defines gender-based violence under Article 1(1)(B). Additionally, the United Nations' Declaration on the Elimination of Violence against Women provides protection against gender-based violence, and the European Union has implemented Directive 2002/73/EC, which similarly safeguards against sexual harassment.

Labor Protection Laws on Sexual Harassment in Thailand

Currently, Thailand has enacted laws that protect labor rights, promote gender equality, and impose penalties for sexual harassment or abuse. These include:

1. The Constitution of the Kingdom of Thailand, B.E. 2560 (2017), Chapter 3: Rights and Liberties of the Thai People, Section 27

This section establishes principles regarding gender equality, stating that men and women shall have equal rights. It also prohibits unjust discrimination based on gender differences. The provision ensures that no one can use gender as a basis for unfair treatment or discrimination. This legal framework provides a foundation for protecting workers from sexual harassment and promoting a workplace environment free from gender-based discrimination.

2. The Labor Protection Act (No. 2), B.E. 2551 (2008), Section 8

The Labor Protection Act (No. 2) B.E. 2551 (2008), Section 8, amended Section 16 of the Labor Protection Act B.E. 2541 (1998) to enhance the legal protections against sexual harassment in the workplace. Previously, the 1998 Labor Protection Act offered protection for employees against sexual harassment committed by employers, supervisors, managers, or inspectors. However, sexual harassment in the workplace remains a significant issue, partly because such individuals often hold power over employees, who must follow their orders and operate under their command.

The legal penalty outlined in the 1998 Act only imposed a fine of up to 20,000 baht for sexual harassment, without distinguishing between the degrees of severity in the offense. This lack of proportional punishment has contributed to a lack of deterrence, allowing perpetrators to continue harassing employees without fear of serious legal consequences.

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The Labor Protection Act of 2008, Section 16, amended the previous deficiencies by stipulating that: "Employers, supervisors, controllers, or inspectors are prohibited from engaging in sexual misconduct, harassment, or causing sexual annoyance to employees." This new law addresses the first issue, which is the scope of actions covered. The new law uses the terms "misconduct," "harassment," or "sexual annoyance," expanding the scope of protection beyond the previous version.

However, the wording of the law still presents challenges in interpretation. According to the Royal Institute Dictionary of 1999, the term "misconduct" refers to inappropriate actions towards others that violate customs or etiquette, particularly in a sexual context (such as inappropriate speech or behavior, like making suggestive remarks or taking the opportunity to touch someone). It may also imply disdain (showing disrespect through behavior) or insult. The term "harassment" refers to exerting power through actions or words to intimidate or cause fear. "Annoyance" refers to causing irritation or discomfort, leading to frustration or unease.

Secondly, the new Labor Protection Act extends its protection to all employees, regardless of gender or age, whether male or female, all are entitled to protection under this law. Any act of sexual misconduct is considered a serious violation of the workplace regulations.

3. The Amendment to the Penal Code Act (No. 22), B.E. 2558 (2015), Section 8

The Amendment to the Penal Code Act (No. 22), B.E. 2558 (2015), Section 8 amended Section 397 of the Penal Code

by stipulating penalties for individuals who engage in any actions that constitute bullying, harassment, or causing embarrassment or annoyance to others. Such actions are subject to a fine of up to 5,000 baht. If the act occurs in a public place or in front of the public, or if it has sexual undertones, the penalty may include imprisonment for up to 1 month or a fine of up to 10,000 baht, or both imprisonment and a fine. However, if the act is committed by someone who has power over the victim due to their role as a supervisor, employer, or any other form of authority, the penalty remains imprisonment for up to 1 month and a fine of up to 10,000 baht.

4. The Gender Equality Act, B.E. 2558 (2015)

This legislation was enacted to prevent any form of gender-based discrimination and to establish measures to protect individuals who receive unjust discrimination based on their gender.

5. The Civil Service Act, B.E. 2551 (2008), Section 83(8)

Section 83 (8) of the Civil Service Act of 2008 mandates that civil servants are prohibited from engaging in any type of sexual harassment or intimidation, as defined by the Civil Service Commission and its regulations. Section 84 stipulates that civil servants who violate the prohibitions outlined in Section 83 will be regarded as engaging in malfeasance. In 2010, the Civil Service Commission issued regulations regarding acts of sexual harassment or intimidation to establish the specific behaviors that would be considered sexual harassment

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or intimidation in accordance with Section 83 (8) of the Civil Service Act of 2008.

6. The Announcement of the State Enterprise Labor Relations Committee regarding Minimum Standards of Employment Conditions in State Enterprises, B.E. 2549 (2006), Section 10

Section 10 of the Announcement of the State Enterprise Labor Relations Committee regarding Minimum Standards of Employment Conditions in State Enterprises, B.E. 2549 (2006), prohibits employers, supervisors, work controllers, or inspectors from engaging in acts of sexual harassment, intimidation, or causing discomfort or annoyance to employees.

In addition, there are three relevant Cabinet resolutions. A draft of measures to prevent and address sexual harassment or intimidation in the workplace was authorized in the first resolution, which was passed on June 16, 2015. It was required that government agencies implement these measures and that the Ministry of Labor collaborate with private sector organizations to adopt and execute the proposed measures as appropriate. The second resolution, which was dated April 21, 2020, was centered on "Measures to Prevent and Address Sexual Harassment or Intimidation in the Workplace." The third resolution, which was published on March 16, 2021, was titled "Administrative Measures for the Efficiency of Disciplinary and Ethical Implementation."

Employee Rights in Media Organizations Regarding Sexual Harassment

In media organizations, sexual harassment is a critical issue that has a significant impact on the well-being and work performance of employees, particularly in environments where staff must collaborate with diverse individuals. It is of the utmost importance to safeguard the rights of employees, as this protection is not only about ensuring the safety and dignity of the workplace, but also about fostering a culture of mutual respect and equality. In an era in which women and marginalized groups are essential to the media industry, it is imperative that all media organizations prioritize the establishment of clear policies and guidelines to prevent sexual harassment. This will ensure that all employees are protected, and that the workplace is fair.

Consequently, employees are entitled to defend themselves and pursue available remedies when they are the victims of sexual harassment. This section delineates the fundamental legal rights and regulations that are applicable in a variety of countries, including Thailand. These include the Labor Protection Act (1998), the International Labor Organization (2019), the Ministry of Justice's Department of Rights and Liberties Protection (2023), and the United Nations (2018).

1. **Right to a Safe Work Environment**: Employees are entitled to operate in an environment that is free of sexual harassment. It is the legal responsibility of employers to ensure that the workplace is both

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secure and respectful. Any form of sexual misconduct directed at employees is strictly prohibited.

2. **Right to File a Complaint**: Employees who are subjected to sexual harassment are entitled to file a complaint to their employer. Complaints are typically submitted through the Human Resources department or a designated officer. It is imperative that employees are able to disclose harassment without fear of retaliation.

3. **Right to Confidentiality**: When reporting sexual harassment, employees are entitled to confidentiality. In order to safeguard the privacy of all parties involved, employers must exercise caution when managing complaints.

4. **Right to an Equitable Investigation**: Employees are entitled to receive prompt, comprehensive, and equitable investigations of their grievances. Employers are required to guarantee that investigations are conducted without bias and impartiality.

5. **Right to Protection from Retaliation**: Employees are legally safeguarded from retaliation for reporting sexual harassment. This encompasses safeguarding against termination, demotion, or any adverse consequences that may arise as a consequence of their complaint.

6. **Right to Remedy**: Employees are entitled to appropriate remedies in the event that sexual harassment is discovered. This may encompass

compensation for damages, modifications to workplace policies, or disciplinary action against the harasser.

7. **Right to Access Support Services**: Employees are entitled to receive support services, including legal advice or counseling, particularly if they are experiencing distress as a consequence of harassment.

8. **Right to Access External Treatments**: Employees have the right to register a complaint with external bodies, such as the Labor Board or the Human Rights Commission, or pursue legal action in court if the employer fails to resolve the harassment appropriately.

9. **Right to a Harassment-Free Environment Following the Complaint**: Employees are entitled to return to a workplace that is secure and free from any additional instances of sexual harassment following the submission of a complaint. This encompasses the implementation of measures to prevent the incident from reoccurring.

10. **Right to Leave**: In certain instances, employees may be entitled to take leave, whether paid or unpaid, to recuperate from the incident or to attend legal proceedings if they elect to pursue legal action.

These rights are essential for employees who are subjected to sexual harassment, as they guarantee their ability to pursue justice and work in an environment that is free of harassment.

The Significance of The Implementation of Sexual Harassment Prevention Guidelines in Media Organizations

It is essential to establish explicit guidelines for media professionals to prevent sexual harassment within media organizations. These guidelines are one of the most effective methods for preventing and addressing the issue. Clear protocols are instrumental in promoting a comprehensive comprehension of sexual harassment, promoting respect for physiological autonomy, and increasing employees' awareness of their own rights. In addition, they offer advice on prevention strategies and equip employees with the capacity to safeguard themselves from harassment. Additionally, the media organization fosters a secure and harassment-free environment by establishing explicit do's and don'ts for employees.

It is imperative to implement rigorous guidelines to prevent sexual harassment among media professionals in order to cultivate an organizational culture of mutual respect and safety. By establishing clear and stringent policies and procedures, sexual harassment can be prevented by establishing appropriate behaviors and actions for employees. This clarity allows employees to adhere to the guidelines without having to rely on their own interpretations of what constitutes harassment. A safe and trustworthy environment is fostered when all employees have a common comprehension of what is permissible and what is not, which in turn alleviates work-related anxiety and tension.

Furthermore, the establishment of formal policies that explicitly delineate the permissible and prohibited conduct in the context of sexual harassment not only prevents such incidents but also fosters a culture of gender equality and parity within the organization (Women in News, 2018).

Studies on Guidelines to Prevent Sexual Harassment in Media Organizations

Research on the prevention of harassment in organizations or workplaces has been ongoing for more than two decades (Bond, 1995; Bell et al., 2002; Tan et al., 2020). The development of prevention strategies initially emerged in the Western world, particularly in the United Kingdom and the United States. The methods of preventing harassment are mostly determined by the legal frameworks of the countries from which the policies were derived. For example, the Civil Rights Act of 1964 was implemented in the United States to prevent discrimination based on gender and ethnicity, thereby legally safeguarding these statuses (Robotham & Cortina, 2019; Gilani, et al., 2012; Shannon, et al., 2007). On the contrary, in the United Kingdom and other European countries, there is a greater emphasis on harassment that is characterized as bullying. This emphasizes the repeated aggressive behavior of colleagues, which results in a sense of powerlessness in the workplace (Shannon et al., 2007; Robotham & Cortina, 2019).

In the United States, the primary objective of prevention initiatives is to prevent sexual harassment in organizations

or workplaces (Bell et al., 2002; Shannon et al., 2007; Khubchandani & Price, 2014; Robotham & Cortina, 2019). Studies on the prevention of sexual harassment have also gained traction in other countries, including Malaysia (Tan et al., 2020), Australia (McDonal et al., 2014), and Belgium (Shivakumar, 2019), in addition to the United States. Gilani and colleagues (2012) investigated the disparities in legislation that affect harassment prevention policies in the United States and the United Kingdom.

Claims in the United Kingdom are more complicated in terms of the conditions and success rates that affect victims of harassment. Compensation can only be granted if there is clear medical evidence of psychological injury from a specialized physician, and victims must be acknowledged as employees in order to be eligible for claims. In contrast, the United States' courts determine whether harassment is illegal conduct on a case-by-case basis, and claims are considered genuine if medical treatment is sought for injuries that result from the harassment. The determination of whether harassment occurred is not contingent upon the victim's employment status, as it is in the UK. Rather, it is based on evidence that the victim experienced physical or mental harm, such as anxiety or distress, as a result of the harassment.

Nevertheless, the extent of research on harassment prevention policies or guidelines is still restricted, particularly in regions outside of Europe and North America. For instance, research conducted in Malaysia has demonstrated that, despite the fact that sexual harassment has been the subject of over two decades of research, there is still a lack of formal

legislation or legally supported regulations that address its prevention or management (Tan et al., 2020).

Best Practices for Preventing Sexual Harassment in Organizations Under the Zero Tolerance Sexual Harassment Policy

The Zero Tolerance Sexual Harassment Policy, which fosters an organizational or workplace environment intolerant of sexual harassment, is a widely adopted strategy to prevent such misconduct. The occurrence of sexual harassment can be influenced by the organizational atmosphere, which is why it is recommended that effective prevention also concentrate on the organizational environment (Robotham & Cortina, 2019). The establishment of an environment that does not tolerate sexual harassment is negatively correlated with the occurrence of such malfeasance. In other words, a non-tolerant environment is a critical factor in determining whether or not sexual harassment occurs in an organization or workplace (Hersch, 2015) and reduces the likelihood of such behavior (Fitzgerald et al., 1997).

Research on the prevention of sexual harassment indicates that as part of an organization's strategy, mandatory training on the subject should be implemented in conjunction with a zero-tolerance policy. Kristin Smith (2019) additionally suggests that administrators should encourage a change in employee attitudes to facilitate the establishment of a harassment-free environment, as this has been demonstrated to have beneficial outcomes. The subsequent

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actions are intended to foster an environment that is less tolerant of sexual harassment in the workplace:

1. The policy should encourage the use of multiple secure channels for targeted individuals to report harassment, assuring the anonymity of the reporting source to ensure their safety (Bell et al., 2002; Hersch, 2015).

2. The policy must be widely disseminated to ensure that all employees are cognizant of the organization's zero-tolerance policy regarding sexual harassment (Bell, et al., 2002; Hersch, 2015).

3. Clear, appropriate, and punctual penalties must be imposed in response to complaints, which must be investigated promptly and exhaustively. Moreover, targeted individuals should be provided with support services, such as counseling, following the incident (Bell, et al., 2002; Hersch, 2015).

4. A respectful environment that is inclusive of identities such as gender, ethnicity, and employment levels should be fostered (Fitzgerald et al., 1997; Robotham & Cortina, 2019). Recognizing specific behaviors as harassment increases the likelihood of employees refraining from engaging in them, and it is imperative that this avoidance be enforced as a workplace standard (Hersch, 2015).

The results of the implementation of a zero-tolerance policy indicate that employees become more cautious and consciously avoid specific behaviors or actions that are

identified as sexual harassment. According to a survey of U.S. government officials, male employees were apprehensive that their compliments could be considered sexual harassment (Hersch, 2015). Nevertheless, it is crucial to establish such policies in the context of the organization. Sexual harassment is more common in workplaces where males outnumber women and traditional gender roles continue to be prevalent (Robotham & Cortina, 2019). Moreover, the policy has been reported to induce distress in employees as they become more vigilant in order to prevent harassment-related behavior (Hersch, 2015). Bell and colleagues (2002) suggest that meaningful change can be achieved by fostering cultural change within organizations, beginning with the implementation of policies and the clear communication to all staff that harassment is absolutely unacceptable. Additionally, education for employees, supervisors, managers, and even new hires and clients can be implemented.

The concept of establishing a harassment-free environment has been extensively researched, as evidenced by Bond's ecological analysis in 1995. This analysis investigated the interaction between individuals, the environment, and workplace behavior in order to develop effective interventions. These encompass the establishment of penalties and the provision of training that is informed by these analyses. In addition to identities such as gender, ethnicity, and employment levels (Fitzgerald et al., 1997; Robotham & Cortina, 2019), a respectful environment must also address societal structures and norms, which frequently remain patriarchal, thereby presenting obstacles to harassment

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prevention (Blumell & Mulupi, 2023). Bond's ecological analysis underscores the profoundly entrenched nature of harassment, particularly toward women, and posits that prevention through empowerment is crucial for women. This method requires cultural transformations within organizations and societal norms, beginning with the formulation and implementation of policies. It promotes empowerment by fostering an ethic of responsibility and compassion, which promotes diversity and diminishes the emphasis on traditional gender roles (Bond, 1995; Robotham & Cortina, 2019).

Additional research has identified various strategies and practices for the prevention of harassment in organizations and workplaces. Guidelines are typically developed by each study and are based on a review of the literature related to workplace harassment, as well as the legal frameworks established in their respective countries. Tan et al. (2020) carried out a straightforward survey to investigate the management and prevention of sexual harassment in organizations. The survey focused on 20 organizations and their management systems. These encompassed the implementation of risk management strategies, policy modifications, and the advocacy for sexual harassment awareness. Only four organizations had a comprehensive management system in place to address sexual harassment, and although cases were managed as soon as they occurred, no preventative policies had been implemented, according to the study. Moreover, only six of the 20 organizations included in the study had increased employee awareness of sexual harassment.

Tan et al. (2020) also emphasized in their study conducted in Malaysia that, despite the fact that employers are obligated to implement preventive measures against sexual harassment, a significant number of them still demonstrate a lack of concern for the issue. This stance is also prevalent in other nations, such as Belgium. Internal Complaint Committees (ICC) have been established to enhance the governance of sexual harassment prevention and resolution in a variety of organizations, and policies have been formulated to address this issue. Moreover, employers are required to provide employees with information regarding the process of submitting complaints, seeking compensation, and comprehending the provisions of the Sexual Harassment of Women at Workplace Act of 2013 (Shivakumar, 2019).

The literature review demonstrates that the effective prevention of sexual harassment necessitates the establishment of laws or regulations to supervise these issues, in addition to the implementation of organizational guidelines and policies. Becton et al. (2017) suggest that employers who are seeking to establish an anti-harassment structure, which should encompass the following seven components, should include policies regarding sexual harassment and other forms of harassment:

1. A policy that is clearly defined against harassment.

2. A statement that explicitly delineates the behaviors that are considered harassment.

3. A complaint procedure that enables employees to report instances of harassment.

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4. Protections for witnesses and complainants.

5. An investigative strategy that maintains confidentiality and protects the interests of both the accused and the targeted individuals.

6. Regular training and awareness programs to ensure that employees are informed about these matters.

7. Procedures to guarantee that incidents are resolved, and that disciplinary action is implemented as necessary.

In addition to the research conducted by Becton et al. (2017), there have been endeavors to review the literature and create more intricate policies by dividing prevention and care into stages: primary, secondary, and tertiary prevention. These practices are consistent with the seven components identified by Becton et al. (2017); however, they are implemented gradually in accordance with the circumstances. Primary prevention entails proactive measures to prevent undesirable behavior; however, secondary and tertiary prevention strategies are also required due to the possibility of sexual harassment occurring (Bell et al., 2002). McDonald et al. (2014) propose the subsequent methodologies:

1. Primary Prevention: This is comprised of two components. The initial step is to establish explicit policies that promote a common understanding among all members of the organization. In addition to serving as a commitment from the organization, these policies must also have the objective of promoting gender equity. The subsequent phase entails the provision of sexual harassment prevention training. Not

only do individuals benefit from this training, but also the organizational culture. Supervisors or administrators should be included in the training process, as they are essential for effectively resolving situations and managing the emotions of both the victims and the harassers, which should commence during new employee orientation.

2. Secondary Prevention: This phase entails the management of the repercussions for the affected personnel and the response to harassment incidents within the organization.

3. Tertiary Prevention: This stage is concerned with the long-term repercussions of harassment management, including the mental health of the victims, as well as the immediate aftermath. Post-traumatic stress disorder (PTSD), anxiety, wrath, depression, feelings of powerlessness, reduced job satisfaction, contract termination, and productivity loss are among the potential consequences. Additionally, it necessitates overseeing employees' potential resignations.

There is a divide in employer attitudes that frequently fails to adequately address sexual harassment, despite the existence of research and courses on preventive measures, particularly in regard to sexual harassment in organizations or workplaces (Shivakumar, 2019). Effective prevention is significantly impeded by the inability to transcend cultural norms surrounding sexual harassment, as well as cultural attitudes that are deeply ingrained in patriarchal power structures (Blumell & Mulupi, 2023). Even worse, certain organizations, despite possessing explicit policies and guidelines, neglect to execute them in a manner that is meaningful. In

certain instances, the management of harassment situations can exacerbate the harm to victims rather than the harassers. For example, by transferring the targeted individual to a different department or position instead of relocating the harasser (Nelson et al., 2007).

Guidelines for Preventing Sexual Harassment in Media Organizations

Currently, sexual harassment in the workplace is a significant issue that necessitates serious attention, particularly in media organizations, which are responsible for the dissemination of information and the cultivation of a society that values human rights. The potential consequences of sexual harassment in these organizations include a reduction in work efficiency, an unjust atmosphere, and a negative impact on the mental health and safety of employees. Consequently, it is imperative to implement measures to prevent sexual harassment in order to establish a secure and equitable work environment for all employees. This encompasses the establishment of secure and fair reporting systems, the provision of education on rights and responsibilities, the development of explicit policies, and the implementation of appropriate legal measures in the event of incidents. By implementing these measures, media organizations can foster a work environment that is both secure and satisfying, thereby enabling employees to work to their utmost potential in a culture that values respect and appropriate conduct. As follows, this course compiles practices for preventing sexual harassment in media

organizations from a variety of agencies, including the International Federation of Journalists (2020), UNESCO (2012), and the International Labor Organization (2019):

1. **Develop Comprehensive, Unambiguous Policies and Disseminate Them:** Clear and exhaustive policies that define sexual harassment, outline prohibited behaviors, and specify reporting and complaint resolution procedures should be implemented by media organizations. It is imperative that all employees are adequately informed of these policies. Additionally, organizations should establish a zero-tolerance policy regarding sexual harassment, which explicitly delineates that no form of harassment will be tolerated and that disciplinary actions will be taken.

2. **Offer Continuous Education and Training:** It is imperative that all employees, including administrators and leaders in media organizations, receive consistent training on the prevention of sexual harassment. The training sessions should address the definition of harassment, the process for reporting it, and the repercussions of such behavior. Special emphasis should be given to the training of leaders, particularly managers and editors, to emphasize their responsibilities in preventing and addressing harassment. This will ensure that they are able to handle complaints in a sensitive and effective manner.

3. **Reporting Mechanisms That Are Easy to Access:** Employees should have access to a variety of

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reporting channels, including anonymous reporting tools, dedicated email addresses, and hotlines, in order to report harassment. These channels must be accessible to all employees, including freelancers and remote workers, while also guaranteeing confidentiality and anonymity to encourage individuals to come forward without fear of retaliation.

4. **Independent and Fair Investigations:** When sexual harassment occurs, it is imperative to take immediate action to ensure that all complaints are investigated promptly, exhaustively, and impartially. This may entail the appointment of an independent committee or the hiring of external experts to oversee the investigation, particularly in cases that are intricate. It is imperative to maintain confidentiality while keeping complainants apprised about the investigation's progress and any actions taken, thereby ensuring transparency.

5. **Victim Support Systems:** Individuals who are subjected to sexual harassment should have access to support services, including legal counsel and counseling. This assistance can be essential in assisting victims in managing the emotional and psychological repercussions of the abuse. Furthermore, it is imperative to implement rigorous measures to safeguard complainants from retaliation, thereby guaranteeing that they do not suffer any adverse repercussions for reporting their concerns.

6. **Continuous Evaluation and Monitoring of Policies and Procedures**: Regular evaluations should be conducted to guarantee that policies remain effective, taking into account employee feedback and any modifications to legal frameworks. In order to identify patterns and strategies for enhancing policies and practices to prevent sexual harassment, as well as assessments of the workplace environment for indicators of harassment, monitoring and reporting on implementation outcomes should be conducted. Complaints and their resolutions should be documented.

7. **Foster a Culture of Respect:** In order to cultivate a culture of professionalism and respect in the workplace, senior management and editors should lead by example. They should take the lead in addressing inappropriate behavior and encourage frank discussions about equality and respect. Additionally, it is imperative that all employees are motivated to speak out against harassment and provide assistance to their colleagues who may be affected by it. This will cultivate a culture of peer support and nurture a sense of shared responsibility for the preservation of a respectful work environment.

8. **Collaborate with Other Media Organizations:** In order to establish secure and equitable standards throughout the industry, it is essential to collaborate with other media organizations and labor unions to prevent sexual harassment. Memorandums of understanding (MOUs) facilitate the exchange of best

practices, the establishment of cooperative initiatives, and the implementation of ethical standards by collaborating with sector organizations and unions. Collaborating with unions to integrate anti-harassment provisions into collective agreements is a method of guaranteeing that the rights of workers are adequately safeguarded throughout the media industry.

Practices to Follow When Experiencing Sexual Harassment in Media Organizations

Employers are legally obligated to ensure that their employees are in a secure working environment, which encompasses field work. Employers must accept responsibility and categorically deny all forms of violence and discrimination, including sexual harassment, in the event of sexual harassment in the workplace. It is essential to ensure that all employees are informed of the policies and procedures related to sexual harassment from the inception of their employment, and to provide them with regular updates on any changes to these policies or practices.

Despite the fact that all media organizations are required to have explicit and enforceable sexual harassment policies, the majority of media organizations do not. In the event that employers do not have policies or procedures in place to address sexual harassment incidents, they should investigate whether sexual harassment is addressed in other documented announcements or policies. It is essential that individuals who are experiencing sexual harassment are aware of their legal

rights to protection against harassment in the workplace if it is discovered that the organization lacks guidelines for managing such situations. They should comprehend that "if you are experiencing sexual harassment, it is not your fault, and you are not alone in this experience."

The followings are practices for employees to follow when confronted with sexual harassment in media organizations:

1. Clearly Identify Your Feelings:

Sexual harassment may be exhibited through physical, verbal, or nonverbal means. Sexual misconduct is defined as any action that is undesirable and causes the targeted individual to feel humiliated, violated, intimidated, or harassed. The victim is responsible for determining whether the behavior is objectionable or undesirable. Sexual harassment should be reported to the police promptly and medical attention should be sought if any injuries are sustained in cases where it is perceived as a crime.

2. Confrontation Is Not Necessary:

Harassed individuals are not required to confront their harasser and are not required to stop the harassment on their own. They should either submit an official complaint or contact law enforcement. In situations where the targeted individual has the ability to communicate to the harasser that their conduct is unacceptable, this can be done either verbally or in writing in order to prevent additional harassment. It is possible that the misconduct may be resolved without the

need for additional action if a direct conversation regarding the harasser's objectionable behavior is feasible.

3. Ensure Personal Safety:

It is the rights of all employees to work in a secure environment. Consequently, the employer is accountable for safeguarding the harassed employee in the event of sexual harassment in the workplace. Nevertheless, if the employer fails to take action or if the employee perceives that the workplace is still unsafe, they should contemplate taking measures to protect themselves. For example, newsrooms frequently necessitate close collaboration among employees. If feasible, refrain from being alone with the individual who is harassing you. Ensure that other employees are present if it is necessary to work with or be in close proximity to this individual. In the event that feelings of persistent harassment arise, please notify an individual within the organization who you believe can offer support in determining the appropriate course of action.

4. Evidence Gathering:

It is imperative to gather all evidence for the purpose of a complaint, regardless of the severity of the sexual harassment experienced. Letters, emails, written messages, social media messages, photographs, audio clips, video clips, and other physical or digital evidence are all included in this. Additionally, to the evidence previously mentioned, it is crucial to document additional relevant details, including:

- Time and date of the incident

- The location of the incident

- Details of the situation and the behavior of the harasser

- Individuals involved

- Any potential witnesses to the behavior or incident (if applicable)

- The response of the person being harassed

- Feelings experienced during the sexual harassment and feelings after the incident

Furthermore, it is advisable to maintain a record of all communications associated with the complaint procedure and to preserve all evidence in multiple locations as a backup. It is particularly recommended to maintain the information on devices that are not associated with work or to store it in a database that is only accessible to the individual who is being harassed. Nevertheless, in the event that evidence is not preserved for any reason, a complaint must still be lodged in accordance with the established procedure. The absence of evidence does not necessarily indicate that the complaint is unfounded, and it is still possible to establish the facts.

5. Filing a Complaint:

Individuals who have experienced sexual harassment often feel shame and may blame themselves. They may also fear losing their jobs or worry that no one will believe them. These feelings and fears can prevent target individuals from reporting or filing complaints. Although it may be difficult to discuss the incidents that have occurred, it is essential for the

target individual to report that they have been subjected to sexual harassment for their own safety and for the safety of other employees. Without a complaint, the harasser may interpret silence as consent and may continue their behavior.

Complaints regarding sexual harassment can be categorized into two types: informal complaints and formal complaints, each with different procedures as follows:

Informal Complaints

Informal complaints typically arise in cases of less severe sexual harassment, or when the targeted individual assesses that the harasser will cease their behavior upon confrontation. Generally, these discussions occur with the assistance of a mediator to ensure the conversation proceeds smoothly and safely. The objective of an informal complaint is to halt undesirable behavior in cases of mild misconduct while minimizing stress for the involved parties, thereby restoring a workplace environment free from sexual harassment. If the harasser stops their inappropriate behavior, an informal complaint will not be recorded in the employment history, nor will it result in disciplinary action. The steps for filing an informal complaint are as follows:

1) Report the sexual harassment informally.

2) Acknowledge the informal complaint.

3) Deliberate on the matter.

4) Monitor the harasser's behavior and provide support to the target individual.

Formal Complaints

A formal complaint will be initiated in cases where an informal complaint fails to stop the harassing behavior of the perpetrator, or when the victim of sexual harassment desires serious action to be taken against the harasser. Evidence and relevant information will be kept confidential, and the case or allegations will be recorded in the employment history. Formal complaints typically involve the establishment of an investigative committee composed of multiple members, with the following procedural steps:

1) File a formal complaint regarding sexual harassment.

2) Acknowledge the formal complaint.

3) Conduct an investigation.

4) Review and make a determination.

5) Provide feedback from the review committee.

Formal complaints may lead to severe consequences for the individual accused of sexual harassment, depending on the severity of the harassing behavior. If the perpetrator is found to have committed the offense, they may face penalties including formal warnings, reassignment, demotion, termination of employment, liability for damages or compensation, or incarceration.

The individual who has been harassed should confirm whether the organization has policies or procedures regarding the reporting of sexual harassment after they have decided to submit a complaint. The complaint must be submitted, regardless of the existence of such policies. The followings

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are procedures for reporting sexual harassment in media organizations:

1) Familiarize yourself with the organization's sexual harassment policy (if it is available).

2) Study and understand the laws and rights that pertain to sexual harassment in the workplace.

3) Evaluate whether it is appropriate or desirable to submit a formal or informal complaint.

4) Refer to the organization's policy to clarify the steps, methods, and timeframe for action; if in doubt, consult with the appropriate individuals.

5) File a written complaint and retain a copy.

6) Submit the complaint to the "designated responsible person within the organization," who does not necessarily have to be the explicitly assigned individual. This individual may include a manager, human resources personnel, health and safety officer, union representative, or more. The rationale for selecting an individual who is perceived to be responsible is that they will be motivated to take action and will recognize the importance of the issue.

7) Emphasize to the employer or individual to whom you submit the complaint that confidentiality is mandatory.

8) Clearly communicate to the employer or individual who is receiving the complaint that you do not wish to confront the harasser.

9) Submit the complaint to the recipient with all pertinent evidence.

10) Provide the employer or recipient of the complaint with information regarding the support or assistance you are seeking.

11) Conduct routine progress checks and follow-ups on the issue's resolution.

6. Seek Assistance or Support

Emotional, mental, and physical health can be adversely affected by sexual harassment, which in turn affects work performance. Consequently, individuals who have been subjected to sexual harassment may require some form of support or assistance. The individual who has been tormented is the most knowledgeable about the type of assistance or support they require and the duration of time it may take to receive it after the incidents. Assistance and support may take various forms, such as unpaid leave, reduced working hours for a particular duration, remote work, follow-up care, and mental health counseling.

7. Pursue Legal Action if the Individual is Dissatisfied with the Organization's Response

A crucial element in this process is having a lawyer who specializes in sexual violence or labor rights. The legal proceedings may be classified as either civil or criminal cases, contingent upon the severity of the harasser's behavior and the desired course of action.

Conclusion

Sexual harassment in media organizations is a global issue that is illegal in numerous countries and constitutes a violation of human rights. Nevertheless, the majority of media organizations continue to lack explicit preventive policies, which leaves individuals who have been harassed feeling unable to report or pursue justice. Additionally, this issue is further exacerbated by the profoundly ingrained patriarchal mindset in Thai society and the lack of comprehension regarding bodily rights, which makes it impossible to appropriately address. Consequently, it is imperative to increase awareness of the rights and equitable protection processes within media organizations in order to prevent workplace sexual harassment.

It is imperative that media organizations establish policies to prevent sexual harassment, as this promotes an awareness of employees' rights and strategies for self-protection in the workplace. In order to foster a secure work environment, employees will be able to identify acceptable and objectionable behaviors within the organization as a result of the establishment of clear guidelines. Furthermore, media organizations should implement explicit and comprehensive policies that are dedicated to the complete renunciation of sexual harassment. In order to guarantee impartial investigations, it is important to establish accessible reporting channels and provide ongoing training and communication to employees. Legal assistance and counseling should be provided to individuals who have been harassed. It is crucial to conduct regular reviews and monitoring of policies to

guarantee their efficacy and foster a culture of respect in the workplace. Additionally, it is crucial to collaborate with other organizations in the industry to collectively combat sexual harassment.

The employer's obligation to establish a secure work environment for employees, including those who labor in the field, is the starting point for those who are subjected to sexual harassment in the workplace. Employers must not tolerate harassment and must guarantee that employees are informed of pertinent management policies from the outset of their employment. Journalists should be aware of their emotions and distress when they are harassed, and they may report the incident to the police if it is severe. Furthermore, there is no requirement to confront the harasser; complaints may be submitted informally or formally, and they must be supported by comprehensive documentation and evidence collection. Additionally, it is imperative to seek support and assistance in a variety of areas to facilitate emotional and mental recovery. In the event that individuals are dissatisfied with the organization's management of the situation, they may pursue legal action with the assistance of attorneys who specialize in sexual equity and labor law.

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3

Guidelines for Media Organizations in the Development of Policies and Mechanisms for the Prevention of Sexual Harassment

In a time in which workplace safety and gender equality have emerged as critical concerns, media organizations are instrumental in fostering a safe environment and establishing mutual respect. The prevention and resolution of sexual harassment is not only a legal obligation for employers, but also a social responsibility that directly impacts the work and well-being of employees.

The development of clear policies regarding sexual harassment is essential for the establishment of an organizational culture that prioritizes safety and respect. These policies should encompass a fair investigative process, support for individuals who have been harassed, and preventive measures. Furthermore, it is imperative that employers offer training and increase awareness of this matter to all employees,

thereby guaranteeing that all employees comprehend the significance of preventing sexual harassment and work together to establish a safe working environment.

Another critical factor is the establishment of effective mechanisms for reporting and managing incidents of sexual harassment. This guarantees that employees perceive themselves as having a secure point of refuge and can obtain assistance without concern for stigmatization or retaliation.

This chapter will provide employers with a set of practical recommendations for preventing and managing sexual harassment in media organizations. The emphasis will be on the development of effective mechanisms, the provision of support to employees, and the cultivation of a culture of mutual respect and safety. This enables media professionals to operate in a creative and efficient manner without the fear of harassment or unwarranted damage. Additionally, this will motivate all members of the organization to make a meaningful contribution to the establishment of a more equitable and just society.

Responsibilities of Media Organizations as Employers

Sexual harassment is a violation of the right to life, the right to freedom, and gender equality. Additionally, it violates the right to pursue a profession without restriction, which encompasses the field of mass communication.

Media executives are responsible for maintaining a work environment that is free of sexual harassment in their

capacity as employers. This is a legal requirement, and policies and procedures for addressing sexual harassment must be based on the law. It is crucial that media executives possess a comprehensive understanding of the pertinent legal frameworks and comprehend the implications these laws have on the organization. Additionally, it is crucial to acknowledge that media organizations, like other institutions, may be legally subject to liability for the actions of individuals under the principle of "vicarious liability". This implies that organizations, as employers, may be held accountable for the actions or negligence of their employees through litigation. Consequently, executives are accountable for sexual harassment that transpires within an organization.

Sexual harassment incurs a cost. Sexual harassment in the workplace has a detrimental and enduring effect. Media executives can gain a better understanding of the losses that harassment causes for all parties involved by evaluating these impacts in terms of costs. This includes the tormented individual, the perpetrator, the media organization, and society as a whole.

The "cost" of the media organization is represented by the prospective impacts in multiple ways. These include a decline in productivity and content quality as a result of a decline in employee performance, which is a direct result of a deteriorating workplace environment. Undermining teamwork and trust within the organization results in decreased employee morale, increased absenteeism, and higher attrition rates, which necessitate additional time and resources to train new staff. Furthermore, the organization may encounter a

decrease in the number of qualified job applicants. The organization could incur reputational harm as a result of media scandals, a decrease in readership or subscribers, and a deterioration in the ethical repute of the media institution. Finally, financial expenses may increase, including the cost of recruiting new employees and legal fees, as well as revenue losses resulting from decreased productivity and quality.

Legal Responsibilities of Employers

Sexual harassment in the workplace can range from criminal offenses, such as rape, to actions that may not constitute a crime but cause discomfort or disturbance at work. Employers may consider these non-criminal actions as disciplinary offenses, which can be classified as either serious or minor misconduct.

Various laws protect employees from sexual harassment, depending on the type of organization and the employment status of the workers, such as those in the private sector, state enterprises, or government officials and public sector employees. This chapter focuses primarily on the protection of private-sector employees, as most media organizations fall under this category.

> "An Employer, a chief, a supervisor, or a work inspector shall be prohibited from committing sexual abuse, harassment or nuisance against an employee."

> (Section 16, *Labour Protection Act B.E. 2541*)

"Any person who violates Section 16 shall be penalised with a fine not exceeding twenty thousand baht.

(Section 147, *Labour Protection Act B.E. 2541*)

In Thailand, private-sector employees are protected from sexual harassment under the Labor Protection Act B.E. 2541 (1998), Section 16, which prohibits employers, supervisors, foremen, or inspectors from sexually harassing, abusing, or disturbing employees. Violations of Section 16 are subject to penalties under Section 147, which states that anyone who violates Section 16 is liable to a fine of up to 20,000 baht.

However, although this provision includes a criminal penalty under Section 147, it does not clearly specify labor-related penalties. Therefore, employers have the responsibility to establish rules, regulations, and ethical standards within the organization to further classify sexual harassment as a disciplinary offense, either minor or serious (Chinanawin, 2023, p. 4).

Thailand also has other laws related to sexual harassment, such as the Amendment to the Penal Code (No. 22) B.E. 2558 (2015), which revised Section 397 of the Penal Code. This section imposes a fine of up to 5,000 baht for bullying, harassment, or actions that cause embarrassment or discomfort. If such acts occur in public, in front of others, or involve sexual harassment, and if committed by a superior or employer, the offender may be subject to imprisonment for up to three months, a fine of up to 10,000 baht, or both.

The protection of private-sector employees is further reinforced by the Labor Protection Act (No. 2) B.E. 2553 (2010), which prohibits employers or those in authority from sexually harassing employees, thereby increasing the severity of measures to prevent sexual harassment in the workplace (Pokkasut et al., 2019).

Employers' Legal Obligations Under the International Labor Organization Convention No. 190 on Violence and Harassment, 2019

The International Labour Organization (ILO) is an international organization that is tasked with the establishment of global labor standards. This is accomplished through the establishment of conventions and recommendations, which must be approved by the organization's general conference. As stipulated by the ILO Constitution (ILO, 2020), member countries are subsequently required to comply with these standards. One of the earliest United Nations organizations, the International Labor Organization (ILO) is instrumental in safeguarding labor rights on a global scale.

Since 1919, Thailand has been a founding member of the International Labour Organization (ILO) and has been the home of the ILO Regional Office for Asia and the Pacific Since 1967. The International Labor Organization (ILO) establishes labor standards through two mechanisms: conventions, which serve as the primary regulations, and recommendations, which are supplementary. Both forms may be implemented by member countries.

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Convention No. 190 on Violence and Harassment (2019) was established by the ILO in 2019 in response to the increasing prevalence of sexual harassment and violence in the workplace. This convention provides a comprehensive definition of violence and harassment in the workplace, emphasizing economic, psychological, sexual, and physical aspects. It protects all parties involved in the work process, including employers, employees, trainees, interns, and job applicants, as well as incidents that occur outside of the workplace (Pokkasut et al., 2021, p. 4).

Convention No. 190 is a collective commitment of the global community to the eradication of workplace violence and harassment. As an ILO member, Thailand recognizes that violence and harassment in the workplace constitute unacceptable human rights violations. On June 21, 2019, Thailand voted to adopt Convention No. 190 and Recommendation No. 206 on Violence and Harassment (2019).

However, Thailand has not yet ratified Convention No. 190. In order to bolster the confidence of both domestic and international laborers, Thailand may contemplate ratifying the convention in the future to demonstrate its dedication to maintaining international standards. Domestic laws will be required to be revised to comply with these global standards upon Thailand's ratification of Convention No. 190 (Pokkasut et al., 2021, pp. 4-5).

Convention No. 190 on Violence and Harassment (2019) provides a contemporary framework for the prevention and resolution of sexual harassment in the workplace. It functions as a framework for enhancing Thailand's enduring legal

frameworks, as delineated below (Chinananwin, 2023, pp. 11-12).

1. Challenges and Protective Measures for Individuals Subject to Harassment

Convention No. 190 offers comprehensive protection to all individuals who are involved in the world of work, including employees, trainees, probationary workers, contracted workers, those who have been terminated, volunteers, job seekers, and applicants. In contrast, Thailand's Labor Protection Act of 1998 only safeguards employees from sexual harassment when the perpetrator is an employer, superintendent, or individual in a position of authority. It does not encompass instances of harassment between colleagues or between subordinates and supervisors. Additionally, Thai law lacks protection for non-employee individuals, including job applicants and part-time laborers (Chinananwin, 2023, pp. 10-11).

2. The Scope and Challenges of Harassment Protection

Convention No. 190 explicitly delineates the scope of protection in a variety of domains, such as:

- **Physical locations**: Protection encompasses the workplace, work-related accommodations, workers' residences, and employer-provided transportation.

- **Time**: Protection is applicable during work hours, breaks, and after working hours while the employee is still on the employer's premises.

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- **Technological context**: Protection encompasses physical and verbal harassment, as well as harassment through information and communication technologies that are associated with the workplace.

Conversely, Thailand's Labor Protection Act of 1998 does not contain explicit provisions that delineate the extent of protection in terms of technological harassment or location (Chinananwin, 2023, p. 11).

3. Protective Measures

Convention No. 190 specifies procedures for the prevention and retribution of harassment. In contrast, Thailand's Labor Protection Act of 1998 is primarily concerned with the retribution of perpetrators of sexual harassment, but it does not include any effective preventative measures. It is therefore suggested that Thai law be amended to include provisions regarding the prohibition of sexual (Chinananwin, 2023, pp. 11-12).

Employer Guidelines: Anti-Harassment Program in Organizations

Having a comprehensive and inclusive anti-harassment program within an organization is a critical and necessary first step in preventing and addressing workplace harassment (Becton et al., 2017, p. 102).

Becton et al. (2017) studied employer guidelines by analyzing the practices of the U.S. Equal Employment

Opportunity Commission (EEOC), professional standards in human resource management, and research on human resource management. Their recommendations for a comprehensive and inclusive anti-harassment program in organizations consist of the following seven components:

1) A clear anti-harassment policy.

2) Explicit communication regarding prohibited behaviors that could be considered harassment.

3) A complaint procedure that encourages employees to report harassment.

4) Protection for complainants and witnesses from retaliation.

5) Investigation strategies that safeguard the privacy interests of the harassed party, the accused, and the alleged perpetrator, ensuring confidentiality as much as possible.

6) Ongoing and regular training for management and awareness programs for employees to convey the organization's stance against harassment.

7) Measures and processes to ensure immediate corrective action to stop ongoing harassment, appropriate remedies, and disciplinary action for perpetrators.

From the seven components of the anti-harassment program proposed by Becton et.al. (2017), employers can create a safe and inclusive work environment to prevent harassment by implementing the following strategies:

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1. **Establish an Anti-Harassment Policy**: Develop a clear and comprehensive anti-harassment policy that defines harassing behaviors, reporting procedures, and the consequences of harassment. Ensure that all employees can access the policy and that it is available in multiple languages to accommodate a diverse workforce.

2. **Conduct Anti-Harassment Training**: Regularly conduct anti-harassment training for all employees, not just supervisors, to educate them on harassment, how to report incidents, and how to prevent it. The training should be interactive, experiential, and include post-training assessments to ensure understanding. Periodic refresher training should also be provided.

3. **Promote a Culture of Respect**: Foster a culture of respect and inclusivity within the organization by encouraging open communication, diversity, and tolerance. Management should serve as positive role models and promptly address inappropriate behaviors.

4. **Encourage Reporting and Investigation**: Train employees on how to report harassment incidents and ensure that complaints are taken seriously, investigated immediately, and resolved effectively. Provide multiple reporting channels and guarantee the safety of employees who report harassment, ensuring they will not face retaliation.

5. **Support Victims of Harassment**: Provide support and resources to employees who have been harassed, including counseling services, legal assistance, and protection from retaliation. Ensure that victims feel safe and empowered to voice their concerns.

6. **Consistently Enforce Policies**: Consistently and fairly enforce the anti-harassment policy at all levels of the organization. Hold all employees, including supervisors, accountable for their behavior, and ensure that appropriate penalties for harassment are applied.

By implementing these strategies, employers can create a work environment that promotes respect, inclusivity, and is free from harassment, ultimately fostering a positive and productive workplace culture.

Table 1: Becton et al.'s summary of best practice recommendations for anti-harassment programs

Program element	Principles	Actions
Anti-harassment policy	Policy should be: • formalized • comprised of well-defined key elements • effectively disseminated • written in understandable language	• Write and communicate clearly and regularly • Distribute to every employee and third parties (vendors, contractors, customers) • Document the communication/distribution (record acknowledge by recipients) • Use language appropriate to the workforce's reading level • Provide accurate translations for those who lack English fluency

Program element	Principles	Actions
Explaining of prohibited conduct	Definition should: • include harassment based on an protected class or activity • address all types of harassment	• Provide explanations and examples for each type of harassment
Explanation of compliant process	Complaint process should be free of obstacles for victims or witnesses to report harassment	• Explain how to report harassment • Explain what will be done with the reported information • Do not include a 'false claims' provision
Protection against retaliation	Victims should be assured that reporting harassment will not result in retaliation	• Create separate anti-retaliation policy • Remind parties to complain that subsequent decisions affecting those involved in the complaint will be scrutinized to avoid retaliation

Program element	Principles	Actions
Promise of investigation	Investigations should be: • prompt • thorough • impartial	• Adhere to due-process principles • Use trained personnel to conduct investigations • Ask standard questions • Create and preserve written records of information collected • Collect information from complainant, alleged harasser, and witnesses • Take immediate measures to ensure safety if necessary
Anti-harassment training	Training should be provided to all employees	• Use interactive, engaging techniques • Conduct periodic re-training • Provide general training on the policy for non-supervisory employees • Provide special training for supervisors, who must implement/enforce the policy • Involve legal counsel

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Program element	Principles	Actions
Corrective and remedial actions	Corrective and remedial action should: • be taken when warranted • be appropriate for claims	• Inform all parties to the investigation of the determination • Inform complainant and harasser of discipline • Follow up to ensure harassment has stopped

Source: Summary of best practice recommendations for anti-harassment programs (Becton et al., 2017, p.109)

Guidelines for the Development of Gender-Sensitive Safety Policies for Newsrooms

In the *Guideline for Gender-sensitive Safety Policies for Newsrooms*, UNESCO (2021) addresses the gender inequalities that are present in newsrooms, where the majority of senior managerial positions are held by males. This frequently leads to a workplace environment that reflects gender-biased norms, which may result in a lack of awareness among executives regarding instances of sexual violence and harassment experienced by female colleagues. Female journalists are adversely affected by such abuse and harassment, which results in a decrease in their work performance, a decrease in teamwork and trust, an increase in employee turnover, and financial repercussions for the newsroom. Additionally,

employers who neglect to adequately address sexual harassment and abuse may face legal liabilities.

In order to address these issues, UNESCO promotes gender-sensitive approaches in newsrooms. This method entails the development of exhaustive policies, internal regulations, and best practices that are unbiased toward male experiences. It underscores the importance of female journalists' participation in policy development and the use of inclusive, gender-neutral language. Furthermore, the approach emphasizes the significance of recognition from senior management and human resources departments, effective reporting mechanisms, and training. Preventive measures, incident planning, and response protocols should be addressed by these policies.
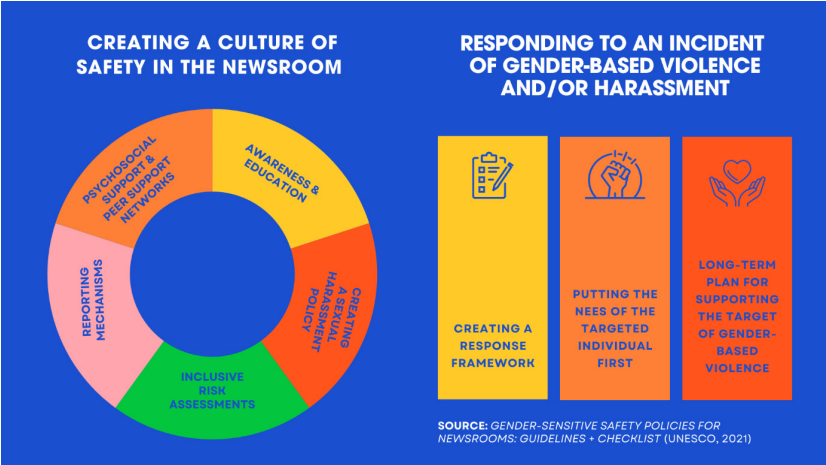

Figure 1: Establishing a Culture of Safety in Newsrooms (UNESCO, 2021)

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Establishing a Culture of Safety in Newsrooms

UNESCO (2021) proposes five practical measures that employers and media executives can implement to enhance the protection and support of female journalists, both in the workplace and while reporting in the field.

1. Education and Awareness

It is imperative to increase awareness among both employers and employees regarding the behaviors that constitute sexual harassment. This encompasses behaviors that are frequently perceived as normal. Regular meetings and training sessions, in conjunction with the implementation of a "zero-tolerance policy" against sexual harassment, can effectively address the deeply ingrained gender biases and norms that exist within the workplace. It is also essential to eradicate sexist cultures, which include the exclusion of women from social spaces and activities and the use of offensive remarks. Editorial meetings should be conducted in an open manner to reaffirm management's dedication to the issue of sexual harassment, as well as informal meetings with employees to establish a safe environment for the discussion of such concerns.

Furthermore, it is crucial that executives and editors receive specialized training on the topics of sexual harassment, response to incidents, and staff support. By engaging and training employee representatives in identifying and reporting of incidents, it is possible to guarantee that they are able to effectively assist their colleagues. Management is likely to be

oblivious of the full scope of the issue, as women frequently refrain from reporting sexual harassment or other concerns. This may be due to ineffectual reporting systems or apprehension of retaliation. In order to resolve this issue, anonymous surveys should be implemented to gather information regarding workplace harassment, including physical, psychological, and online forms. These surveys should be distributed to all employees, not just women, with the support of human resources and management. The survey results should be used to develop comprehensive policies that address extant gender biases within the organization and safeguard employees.

2. Creating a Sexual Harassment Policy

The development of a comprehensive sexual harassment policy should be a collaborative effort among newsroom leaders, editors, human resources departments, employee representatives, and employment lawyers. This policy should explicitly define sexual harassment, delineate reporting procedures and processes, and specify the consequences and penalties for offenders. Furthermore, the policy should be written in a straightforward manner and made readily available to all employees, both in print and online. It is also necessary to evaluate it to ensure that it complies with the pertinent legal requirements. In order to establish fairness and justice within the organization, it is imperative to publicly condemn perpetrators, conduct comprehensive investigations, and hold offenders accountable.

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3. Inclusive Risk Assessments

In order to improve the safety of journalists at work, editors and reporters should conduct comprehensive risk assessments that encompass physical, psychological, and online risks. Nevertheless, these evaluations are frequently disregarded, despite their significance in safeguarding women from sexual harassment and violence. Female journalists may be hesitant to address these issues for fear that it could have a detrimental impact on their careers. Women will find it simpler to express their concerns when discussions regarding sexual harassment are integrated into the risk assessment process. The risk assessment should be a collaborative endeavor between journalists and supervisors, addressing the individual needs and concerns of each individual without using it as an excuse to avoid assigning women challenging work that is crucial to their career advancement.

4. Reporting Mechanisms

The establishment of internal reporting mechanisms is an essential component of the prevention of sexual harassment, including online harassment. The organization's sincere commitment to resolving such issues is not only demonstrated by these mechanisms, but they also serve as a deterrent. The organization should establish a consistent reporting process that is explicitly communicated to all employees. In order to guarantee the safety of the reporter, it is imperative that anonymous reporting options be available, particularly when senior management is involved in harassment. Management,

human resources, and employees should collaborate to develop these mechanisms, which will guarantee clarity and accessibility. Furthermore, it is imperative to establish specific procedures for managing online harassment. It is important to exercise caution when managing personal data associated with the report, including the identity of the reporter, the subject matter, and the reported facts. Personal data should be deleted if no disciplinary action is taken to secure privacy, and sensitive information regarding race, religion, or sexual orientation must be protected.

5. Peer Support Networks and Psychological Support

It is essential to offer professional counseling to female correspondents who have encountered harassment or violence in the workplace. Organizations should allocate time during working hours for journalists to access counseling services and train management to recognize the significance of psychosocial support. Sufficient personnel should be allocated to satisfy the demand, and employees should be motivated to utilize these services without concern for social consequences or stigma. The newsroom culture should incorporate proactive counseling, and employees should be afforded the opportunity to receive training as psychosocial support advocates. These personnel have been trained to serve as primary contacts for support services. Furthermore, journalists should be provided the opportunity to engage in discussions with occupational health physicians regarding these matters in order to receive the necessary care.

Responding to an incident of gender-based violence and/or harassment

In addition to preventive measures, it is necessary to establish a framework for responding to sexual violence in all its forms.

1. Creating a respond framework.

This entails the establishment of protocols for responding to an incident, which include the identification of key members of the management team who should be included in the incident response team. Their responsibility is to facilitate communication between the relevant agencies, legal teams, families, and individuals who have been subjected to harassment and/or violence. By establishing this framework in advance, management will be able to comprehend the necessary steps to take and provide more effective support.

2. Putting the needs of the targeted individual first

The newsroom should prioritize the rights, needs, and desires of individuals who have been the subject of sexual violence. In order to provide assistance to female journalists, the framework should be constructed to ensure that they are treated with dignity and respect, and that any actions taken may not exacerbate their trauma. Additionally, this approach facilitates psychological recuperation. Reports of sexual violence should be directed to the designated personnel in the

newsroom, who will adhere to the appropriate protocols. The targeted individual should be provided with immediate medical and psychological care, as well as comprehensive information regarding their legal rights. Clear information regarding the legal procedure should be provided to targeted individuals; however, they should not be compelled to report the incident to the police or interact with law enforcement.

3. Long-term plan for supporting the target of gender-based violence

The newsroom should develop a long-term strategy to provide assistance to journalists who have been the subject of sexual harassment or violence. Psychological and social support, as well as a gradual return to work, should be provided to the targeted individual in accordance with their requirements. Additionally, the newsroom should conduct an investigation into the incident, emphasizing that journalists who have experienced sexual violence or harassment should not be obligated to interact with the perpetrator if the incident was work-related. In addition, the information obtained from the incident reports should be used to evaluate best practices and related policies in order to enhance the quality of ongoing support.

Conclusion

This chapter discusses essential practices that employers must implement to prevent and address sexual harassment in media organizations, with a particular emphasis on the establishment of a safe and respectful work environment. Providing employee training and establishing explicit policies are essential components of increasing awareness and comprehension of sexual harassment. Furthermore, the implementation of efficient reporting mechanisms can instill a sense of security in employees regarding their ability to seek assistance and mitigate the likelihood of stigma or retaliation.

In order to guarantee that employees feel secure and well-cared for, employers should prioritize the provision of mental health care and legal assistance to those who have experienced harassment. Effective collaboration and cooperation can be fostered by fostering an organizational culture that prioritizes equality and respect.

Media organizations can not only effectively prevent and manage sexual harassment issues but also cultivate an equitable and just society for all employees by implementing these practices, resulting in long-term development and success for the organization.

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4

The Learning Process of Policies and Mechanisms for Preventing Sexual Harassment in Media Organizations

Introduction

By incorporating gender-sensitive indicators for media (GSIM - Gender Sensitive Indicators for Media), concepts related to sexual harassment, and gendered organizations, the development of a curriculum on policies and mechanisms for preventing sexual harassment in media organizations establishes a learning process that is based on three fundamental components: the "head base" (analytical thinking), the "heart base" (reflecting on feelings and connecting to the inner world), and the "hand base" (practice and movement). The objective of this method is to facilitate the identification of the connections between social and cultural structures that influence sexual harassment issues, as well as to facilitate the understanding of others and

understanding oneself. The objective is to facilitate the transformation of the media organization's culture into a safe and non-violent environment with respect to gender.

The learning process in the curriculum for policies and mechanisms to prevent sexual harassment in media organizations is divided into three sections, which progress from the comprehension of the definition of sexual harassment to the development of practices and policies for its prevention. The process is as follows:

1. Understanding Sexual Harassment

- Definitions, forms, and myths surrounding sexual harassment
- Power dynamics

2. Practices for Media Practitioners to Prevent Sexual Harassment in Media Organizations

- The rights of media practitioners
- Do's and Don'ts

3. Practices for Media Organizations to Develop Policies and Mechanism to Prevent Sexual Harassment

- Responsibilities of media executives
- Mechanisms for preventing sexual harassment
- Mechanisms for responding to cases of sexual harassment
- Drafting policies to prevent sexual harassment in media organizations

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Objectives of the Learning Process

1. To provide participants with an understanding of the issue of sexual harassment in media organizations and enable them to assess the impact.

2. To enable participants to design practices, policies, and mechanisms to prevent sexual harassment in media organizations.

Participants: Journalists and Media Executives

Training Duration: 4 days

Training Content and Process:

Table 2: Training schedule for the policy and mechanisms for preventing sexual harassment in media organizations.

Day 1:						
9:00-10:15		10:30-12:00		13:00-14:45		15:00-16:00
Opening ceremony Introduction activity and learning rules Explanation of the learning foundation	Break	Glass Ceiling	Lunch Break	Definition of Sexual Harassment	Break	Power Dynamics in organizations

Day 2:						
9:00-10:15	Break	10:30-12:00	Lunch Break	13:00-14:45	Break	15:00-16:00
Review of the lesson learned on Day 1		Sexual harassment in media organisations Dos and Don'ts		Employee rights when facing sexual harassment		Panel discussion on the rights of individual affected by sexual harassment
Day 3:						
9:00-10:15	Break	10:30-12:00	Lunch Break	13:00-14:45	Break	15:00-16:00
Review of the lesson learned on Day 2		Guidelines for developing policies and mechanisms to prevent sexual harassment for media organizations		Roles and responsibilities of employers under the legal framework		Mechanisms for preventing and responding to sexual harassment in media organizations
Day 4:						
9:00-10:15	Break	10:30-12:00	Lunch Break	13:00-15:00		
Review of the lesson learned on Day 3		Evaluation of the learning		Public Forum on policies and mechanisms for preventing sexual harassment in media organizations		

Learning Activity:
Understanding Sexual Harassment

Activity Description

Activity 1: Glass Ceiling Activity

Key Points:

Sexual harassment within media organizations is significantly influenced by gender and sexual orientation factors. It is imperative to establish the understanding and awareness of these matters. This activity is designed to provide a fundamental comprehension of the factors that influence gender and sexual orientation, which lead to disparities in the situations that men and women encounter within organizations. These factors serve as substantial constraints to the professional aspirations of individuals who are impacted by gender inequality. The learning in this activity will initiate discussions that are intended to identify strategies for preventing sexual harassment and the application of the GSIM - Gender Sensitive Indicators for Media (2012), which are indicators developed by UNESCO to assist in the prevention of sexual harassment in media organizations.

Learning Objectives:

1. To help participants understand and become aware of gender factors and stereotypes, especially how sexual harassment can hinder career advancement in the media sector.

2. To introduce the guidelines of GSIM (Gender Sensitive Indicators for Media), established by UNESCO with the objective of preventing sexual harassment within media organizations.

Activity Steps:

1. The facilitator encourages participants to share their thoughts on which gender and sexual orientation factors serve as obstacles to the lives of women, men, and individuals with diverse sexual orientations. Participants will write down the identified obstacles on a board. The obstacles may include:

   - For Women:
     - Experiencing sexual harassment
     - Unplanned pregnancies
     - Illegal abortions beyond 12 weeks of gestation
     - Resigning from jobs due to pregnancy
     - Being labeled as emotional
     - Physical weakness
     - Inability to take sick leave during menstruation
     - Inability to become a nun
     - Risk of being lured into sex work
     - Being forced to use contraception
     - Expectations to be a good mother
     - Limited career options

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- Expectations to be beautiful

- Expectations to be a "good woman" and a dutiful wife

- Bearing the responsibility of caring for elderly parents, as it considered a daughter's duty, etc.

- For Men:

  - Bearing the burden of dowry costs

  - Being prohibited from crying

  - Being conscripted into military service

  - Expectations to achieve success

  - Expectations to ordain as a monk to repay parents' kindness, etc.

- For Individuals with Diverse Sexual Orientations:

  - Being denied employment

  - Inability to disclose their gender identity

  - Inability to dress according to their gender identity

  - Being stigmatized for being LGBT+

  - Inability to take leave for gender-affirming surgeries

  - Lack of rights under health insurance for accessing hormones free of charge

  - Gender-affirming procedures not covered by social security

- Lack of legal recognition

- Inability to marry legally

- Being stigmatized as deviant, etc.

2. Inquire what the highest position in the media profession they aspire to reach is and have them write it down on A4 paper. Once they finish writing, they will share their career dreams with the class and then pin their papers on the board.

3. Ask participants to identify gender and sexual orientation factors that might be obstacles to achieving their dream position. They should write these obstacles down on A4 paper. Next, all papers will be arranged on the floor in a long line, separating rows for women, men, and individuals with diverse sexual orientations. If any messages are repeated, they will be stacked together.

4. Participants will walk around and read the messages on the papers, then reflect on their feelings regarding the different obstacles faced by each gender. The facilitator will invite participants to analyze the factors contributing to these obstacles.

5. The facilitator will ask everyone to return to the starting point of the paper and point to the board displaying the A4 sheets with each person's highest career position written on them. The facilitator will ring a bell, instructing everyone to hold their breath and

move as quickly as possible to collect the papers that represent their obstacles, then proceed to the board to retrieve the paper with their highest career position. This action symbolizes reaching the finish line in their career. The facilitator will time this activity for 20 seconds, signaling the start and end with a bell. If a participant is unable to reach the board within 20 seconds and runs out of breath first, they should symbolically sit down on the floor. The facilitator emphasizes that holding one's breath should be done within the body's capacity, representing the obstacles that may arise on the career path.

6. Invite participants to reflect on their experiences by asking how they felt upon reaching or failing to reach the finish line. Discuss how they perceive the differences and advantages related to gender. What are the main issues faced by women and men? Consider whether addressing sexual harassment in organizations could help reduce these obstacles, and if so, how.

7. The facilitator will present information from research reflecting gender and sexual orientation obstacles that prevent women from attaining the highest positions in media organizations. They will also introduce the GSIM (Gender Sensitive Indicators for Media) relevant to addressing sexual harassment issues within media organizations.

Training Materials:

1) A4 paper, 10 sheets per person

2) One colored pen per person

3) An adhesive paper

4) A bell

5) Three sheets of paper labeled "Men," "Women," and "LGBTIQN+"

6) An LCD projector

7) A notebook computer

Assessment of Learning Outcomes:

Participants can reflect on their experiences related to gender and sexual orientation factors, particularly how sexual harassment acts as an obstacle to career advancement in media. They should also be able to apply the GSIM approach in developing a draft policy for preventing sexual harassment in media organizations.

Summary Guideline:

This activity takes the form of a flipped classroom, where the approach to creating a safe environment free from sexual harassment (GSIM) is presented as the first activity of the training. It uses tools that allow participants to explore themselves through the ultimate goals they aim to achieve in the media profession. However, the path to these goals includes gender and sexual orientation obstacles, including issues of sexual harassment. The summarization should enable

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participants to recognize the obstacles and empower them to seek solutions to these problems, ultimately leading to advocacy for the creation of policies and mechanisms to prevent sexual harassment. This will be illustrated using examples from GSIM presented in the concluding part of the activity.

Activity 2: Define Sexual Harassment

Key Concepts:

The activity begins with an examination of the definition, various forms of sexual harassment, and related myths. This is to ensure that all participants have a shared awareness of the effects of sexual harassment on targeted individuals. According to a survey conducted by the Thai Health Promotion Foundation in collaboration with NIDA Poll (TNN, 2024), 23% of respondents employed in organizations had experienced sexual harassment in the workplace at least once. Nevertheless, over half of the respondents, or 55.32%, chose to maintain their silence regarding the incident. This suggests that sexual harassment in the workplace is a serious concern; however, the majority of individuals do not consider it as significant enough to address or seek help. This could be the result of a dearth of awareness regarding the problem's existence.

It is essential to acknowledge one's own attitudes, behaviors, and perspectives regarding sexual harassment as part of the learning process. Consequently, it is imperative that participants are aware of their own attitudes regarding sexual harassment prior to participating in additional

educational activities. Society is frequently influenced by mainstream ideologies that are rife with gender biases, which are influenced by social structures and patriarchal cultural norms. The objective of this process is to motivate participants to investigate their internal worlds, including their perceptions, emotions, and actions in relation to sexual harassment.

Learning Objectives:

To enable participants to explore their understanding, attitudes, and behaviors towards sexual harassment.

Activity Steps:

Part 1

1. The facilitator asks participants to stand in a circle in the middle of the room, with the word "Sexual Harassment" written at the center.

2. The facilitator reads out 8 statements reflecting sexual harassment myths. If participants have witnessed such events or agree with the statements, they take a step into the circle. If they have never seen the event or disagree, they remain where they are.

   Statements to Assess Attitudes and Behaviors Regarding Sexual Harassment Myths:

   1) You have seen people comment on the appearance or body of a colleague, believing it's something everyone does.

2) You have seen people touch colleagues (e.g., patting the shoulder, rubbing the back, touching the head, holding hands, grabbing the waist) without permission, considering it a friendly gesture with no inappropriate intentions.

3) You have seen colleagues share vulgar jokes or send inappropriate messages or pictures in work groups, seeing it as stress relief with a touch of humor.

4) You have seen colleagues tease or joke with others in a way that implies sexual attraction, believing that teasing helps build rapport.

5) You have seen colleagues make flirtatious eye contact, blow kisses, or whistle as a way of showing interest, considering it a natural expression of attraction that doesn't cross boundaries in the workplace.

6) When sexual harassment occurs at work, the first thought that comes to mind for many is: "Did the woman consent? Was she dressed provocatively? Why were they alone together? The accused might be being blackmailed by the woman. Does the woman have a hidden agenda? Why didn't the woman defend herself?"

7) If romantic partners or married colleagues report sexual harassment by each other at work, it is not considered harassment because they are in a relationship or married.

8) If a supervisor and a subordinate have a consensual sexual relationship at work, it is not considered workplace harassment because both parties consented.

Part 2

The facilitator selects some statements from the previous activity that challenge core societal values and norms. For example, they choose statements 7 and 8 to pose as questions for participants to share their opinions again. The room is divided into three sections: Section 1 is for participants who agree with the statement, Section 2 for those who disagree, and Section 3 for those who are unsure. Participants move to the area that aligns with their attitude, and space is opened for an exchange of views. The goal is to foster a new culture in defining sexual harassment and find common ground despite differing attitudes.

Training Materials:

1) Three A4 sheets, each labeled: "Agree," "Disagree," and "Not Sure"

2) A bell

3) An LCD projector

4) A notebook computer

Assessment of Learning Outcomes:

The participants' reflections will be used to assess their understanding, attitudes, and behaviors toward sexual harassment.

Summary Guidelines:

The exploration of participants' understanding, attitudes, and behaviors related to sexual harassment aims to identify their stance on the issue. It helps participants recognize where they stand and reflect on the factors influencing their proximity to or distance from sexual harassment. The facilitator should emphasize that regardless of whether participants choose to move or remain still, there will be no judgment or labeling of their experiences. Every shared experience will be respected and kept confidential by all participants.

Activity 3: Power in Organizations

Key Points:

Joanna Macy (as cited in Auyaporn Khuenkaew, 2015), a philosopher and spiritual ecology activist who contributed to creating systems theory, believes that there are two distinct worldviews that influence our understanding of power. The first paradigm views the world as a collection of distinct elements such as rocks, plants, humans, animals, and diverse substances. Aristotle, Newton, and Galileo were among the most influential theorists in this paradigm. These male philosophers felt that the different components in the world not only lacked connectivity, but also frequently exhibited mutual repulsion or antagonism. This worldview associates power with domination, which refers to the dominance of one element over others.

In human relationships, this form of power means that one person attempts to limit the choices of another or others, often known as "power over." This suggests that the more

power one side wields, the less power the other has, resulting in winners and losers. Such a viewpoint makes analyzing power inside organizations critical for learning. Gender and sexual orientation are key sources of influence inside organizations, frequently resulting in the pursuit of advantages through organizational positions. Understanding power, therefore, entails identifying strategies to assist participants understand the variables that contribute to sexual harassment and how to leverage existing sources of power to overcome these barriers.

Learning Objective:

To enable participants to analyze sources of power that contribute to sexual harassment in organizations.

Activity Steps:

1. Set up a barometer scale with ratings ranging from 1 to 10. Ask participants to assess their personal authority in the workplace. After rating their power, participants should stand at the score they choose. The facilitator will ask questions to help participants understand the rationale for their self-assessed power ratings and discover factors that influence their felt power. This exercise seeks to reflect on the underlying factors of power systems and the many sources of power that each individual holds, such as position, role, age, education level, experience, talents, and internal potential, including gender and sexual orientation. The facilitator will emphasize that, in addition to external variables, gender and sexual orientation influence people' degrees of power within an organization.

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2. The facilitator will ask follow-up questions based on the previous step's replies. Ask participants to assess their authority in the workplace based only on gender and sexual orientation. Participants should then stand at the score that corresponds to their perceived authority in the organization depending on their gender and sexual orientation. The facilitator will ask questions to better understand the causes for these scores, including how gender and sexual orientation affect individual power differently within the organization. Investigate how gender dominance and sexual orientation might repress others, as well as how people can transcend these power dynamics within the organization.

3. The facilitator will discuss the three sorts of power: power over, power sharing, and power within. This explanation will give crucial instructions for how to overcome the use and exploitation of power in the organization as a result of gender and sexual orientation considerations.

Three types of power (Ouyporn Khuankaew, 2015)

Power Over: This refers to the use of one's sources of power, such as gender, education level, position, status, age, seniority, wealth, information, policies, laws or regulations, military forces, weapons, and family connections, to exploit, oppress, or assign value to the experiences of others with lesser power. Not listening, issuing commands, coercion, pressure, manipulation, and not thinking for others are all examples of behaviours associated with the use of power over.

Power Sharing: This means using one's sources of power, such as gender, wealth, property, position, age, experience, information, knowledge, education level, social status, time, connections, policies, and regulations, to listen, consult, support, and provide opportunities for those with less power to participate in decision-making processes or to make their own decisions. Examples of power sharing behaviors include listening attentively without judgment, encouraging others, sharing resources, time, and information, and using one's power to protect the rights of the disadvantaged.

Power Within. This is the state of capability or potential from within that individuals or groups possess or can develop. It is used to face problems or obstacles, especially in the presence of fear, despair, aggression and injustice, allowing one to respond peacefully to such situations. Examples of power within includes mindfulness, inner peace, stability, determination, refusal to comply with injustice, courage, letting go, kindness, compassion, creativity, integrity, trust, hope, virtues, wisdom, confidence, forgiveness, patience, and steadfastness.

4. Facilitator invites participants to discuss how to use power over, power sharing, and power within to overcome the problem of sexual harassment in organizations.

Training Equipment:

1) 10 sheets of A4 paper, with numbers 1-10 written on each sheet.

2) An LCD Projector

3) A notebook computer

Assessment of Learning Outcomes:

Using reflective feedback to assess sources of power within oneself, the impact of that power, and how to overcome oppression from power sources.

Summary Guidelines:

When gathering participants' opinions, it may be helpful to select representatives who have rated power within the same score range to avoid spending too much time on the activity. Additionally, care must be taken regarding the vulnerability of participants, as this discussion may reopen negative memories related to experiences of power dynamics in the workplace. The facilitator should inform participants in advance that this is a sensitive activity, emphasizing the importance of confidentiality, listening with empathy, and being mindful of the delicate nature of the discussion.

Learning Activity: Guidelines for Media Workers to Prevent Sexual Harassment in Media Organizations

Activity 4: Sexual Harassment in Media Organizations and Guideline

Key Points:

Understanding the different forms of sexual harassment in media organizations is crucial for raising awareness, as it helps participants distinguish sexual harassment from other

forms of violence and avoid falling into cultural myths that normalize sexual harassment, making it a dominant social discourse. Sexual harassment in the workplace is difficult to eradicate due to cultural myths rooted in authoritarianism, patriarchy, and patronage systems, which are deeply embedded in organizations. As a result, many cases of sexual harassment are viewed as normal, trivial, or even consensual, with victims sometimes believed to be complicit in exchange for career advancement or out of fear of being fired for rejecting sexual advances.

The content in this section aims to foster awareness of these cultural myths, leading to the discovery of ways to prevent sexual harassment in media organizations by dismantling those myths. The impact on victims will no longer be considered a personal issue, as recovery from sexual violence can be a long process, affecting workplace productivity and creating an unsafe work environment. This undermines the credibility of the organization and contradicts the ideal that media institutions should serve as a pillar for society.

The learning objective is to guide media professionals away from the myth of protecting organizational interests and to stop viewing sexual harassment as a private issue. Every instance of sexual violence within an organization represents a societal wound, as its effects ripple through society. This lesson will encourage media professionals to take responsibility for society by empowering them to challenge the cultural biases rooted in gender prejudice.

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Recognizing sexual harassment as a serious problem with complex effects on victims, organizations, and society, this activity invites participants to step into the shoes of someone who has been sexually harassed in a media organization. This will increase their awareness of the issue and help them assess the broader impact on the victim, the organization, and society.

Participants will also be required to identify what should and should not be done to prevent sexual harassment. This includes recognizing behaviors that constitute harassment and developing clear policies and measures for preventing it in media organizations. Such guidelines will make it easier for employees to follow, eliminating the need for subjective interpretations of behaviors or expressions. When all employees share a common understanding of "Dos and Don'ts for Preventing Sexual Harassment in Media Organizations," it will help create a safer work environment, build employee confidence, and reduce workplace anxiety and stress. Furthermore, it promotes an organizational culture of fairness and gender equality.

In this learning process, participants will exchange Dos and Don'ts from both their personal experiences and case studies from other organizations. This will contribute to developing best practices for preventing sexual harassment in media organizations in Thailand.

Learning Objectives:

1. To raise participants' awareness about sexual harassment issues in media organizations.

2. To enable participants to assess the impacts of being subjected to sexual harassment in media organizations.

3. To empower participants to identify appropriate actions and behaviors when incidents of sexual misconduct occur.

Activity Steps:

1. In a news article titled "Big Media Boss," a news organization executive committed sexual harassment against a female journalist by exploiting his authoritative position to threaten her. This behavior ultimately resulted in the journalist's resignation from the organization (ThaiPBS, 2018). 'Big Media Boss' found not guilty of 'sexual harassment,' teasing, and touching like a familiar acquaintance' (Prachachat Business, 2018). The facilitator presents the "Diagram of the Sexually Harassed," which comprises four grids for participants to choose. The facilitator initiates the discussion by asking: "If you were a female journalist appearing in the news, when sexually harassed by a boss, physically touched, and spoken to in a coercive manner, what would you decide?" Participants are directed by the facilitator to determine the subsequent action: Grid 1: File a complaint; Grid 2: Do not file a complaint. Subsequently, the facilitator asks participants to reflect their feelings towards the circumstance, state their reasons, and evaluate the potential consequences of their decision.

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2. The facilitator then advances to the next questions in Grids 3 and 4. "Decide if you will continue to work for this media organization or resign as a result of the incident, regardless of whether you submit a complaint. If you opt for resignation, you can pick between working for another media organization or leaving the media industry entirely." The facilitator next encourages participants to share their views about the choice, explain their reasoning, and analyze the impact.

3. After compiling all the responses, the facilitator asks the participants to brainstorm the dos and don'ts when sexual harassment occurs in the organization.

Training Materials:

1. Slide: "Big Media Boss News"

2. Diagram: "Sexual Harassment in Media Organizations"

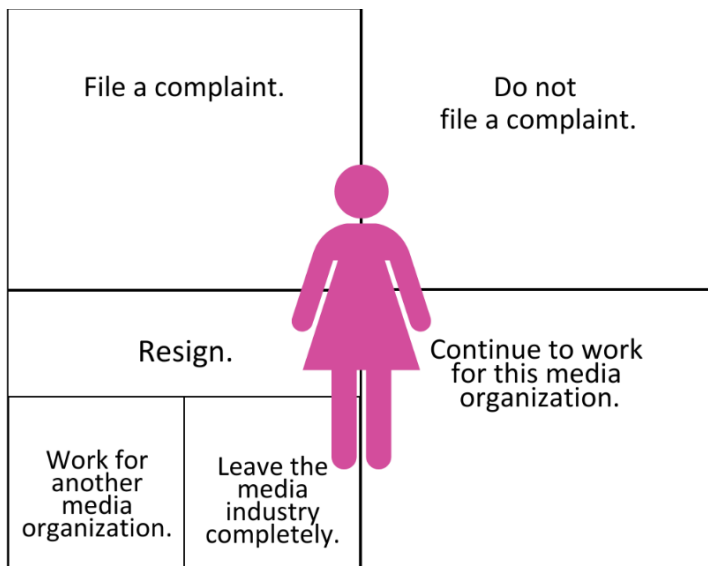Figure 2: "Big Media Boss" News from Prachachat Business (2018)

Figure 3: Diagram of Sexual Harassment in Media Organization

Assessment of Learning Outcomes:

Use the participants' reflections to assess awareness of sexual harassment issues in media organizations and evaluate the impact of sexual harassment in these organizations.

Summary Guidelines:

This activity employs a head-and-heart-based learning approach to help participants make sense of their decisions in situations that arise and their evaluation of the consequences for those affected. To establish life-experience connections, the participants assume the character of a targeted individual, even though they themselves have never encountered this

situation. The participants have assumed roles and made decisions in cases of sexual threats, which will improve their understanding and awareness of the issue. From the victim's standpoint, the decision will represent a continuation of the succeeding activity, during which participants will learn about the victims' rights.

Guidelines for summarizing what to do and what not to do when experiencing sexual harassment:

What not to do as it constitutes sexual harassment:

Sexual harassment or misconduct encompasses a wide range of behaviors, making it impossible to cover all actions comprehensively. However, it is important to recognize that any sexual behavior that is unwanted by the recipient and causes discomfort, annoyance, embarrassment, or humiliation is considered sexual harassment or misconduct. Examples include:

1) Visual Actions: Staring or making suggestive gestures.

2) Verbal Actions: Criticizing someone's body shape, figure, or sexually suggestive comments about their clothing.

3) Physical Actions: Touching someone's body without consent, persistently following someone who is not interested, deliberately standing too close, etc.

4) Other Actions: Displaying sexual images, objects, or messages, including accessing pornography at work or on personal computers; displaying sexually explicit

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calendars; writing or drawing sexual images in public spaces.

5) Sexual Actions Involving the Exchange of Benefits: Offering or implying benefits in exchange for sexual favors.

Actions to take when experiencing sexual harassment or misconduct:

1) Immediately express dissatisfaction with the perpetrator's actions and distance yourself from the harassment or misconduct.

2) Raise your voice to make the perpetrator stop and call for help from others.

3) Document the incident by recording audio, taking pictures, or capturing video footage, if possible.

4) Record details of the incident promptly, including the date, time, and location. Describe the incident briefly and note the names of witnesses or individuals involved or mentioned.

5) Notify a trusted person about the issue immediately.

6) Discuss the incident with colleagues and report the issue to supervisors, HR personnel, or the appropriate department. If the affected individual experiences feelings of embarrassment or apprehension, a colleague may report the incident on their behalf, provided that the affected individual has given their consent. The harassment should be regarded as a severe issue if it is persistent. Prior to the issue becoming more severe,

it is imperative to consult the appropriate department. Afterward, take decisive action by registering a complaint with higher-level supervisors to impose disciplinary measures.

Activity 5: Employees' Rights

Key Points:

Thai society is still far from comprehending and being aware of body rights and sexual concerns, owing to deeply entrenched views and cultural conventions based on sexual conservatism, particularly the "patriarchy" worldview. This has become a serious barrier to impacted individuals speaking up or taking legal action as they should. Even when affected persons seek assistance and claim their rights through the legal system, they may endure continuous harassment during the court process, resulting in shame or being labelled as being responsible to the incidence.

Furthermore, media organizations dedicated to protecting freedom and rights sometimes lack clarity on sexual rights issues. It remains an unspoken issue. Reconstructing attitudes and removing sexual prejudices inside media organizations is critical to combating sexual harassment. This includes increasing education and understanding of employee rights when confronted with sexual harassment, which is strongly related to gender-based violence. It aspires to provide an equal and safe workplace for all employees in media organizations, particularly women who are more vulnerable to sexual abuse. Understanding their rights also facilitates reporting incidences

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and concerns, resulting in appropriate prevention and assistance measures.

Learning Objectives:

To ensure that participants acquire knowledge, understanding, and awareness of their rights when faced with sexual harassment, and to contribute to the protection of employees within media organizations:

Activity Steps:

Workshop on the rights of employees when sexually harassed can be divided into 2 parts:

Part 1: Presenting rights through art depicting the dreams of those sexually harassed.

Part 2: Seminar on the rights of those sexually harassed.

Part 1: Presenting rights via art showing the aspirations of persons who have experienced sexual harassment.

The facilitator asks participants to explore employees' rights in relation to sexual harassment. The facilitator asks the question, "If we are sexually harassed, what rights in our dream would we like to receive?" The facilitator should emphasize the need of participants thinking freely in order to create an ideal vision free of society norms. The facilitator solicits feedback from participants until comprehensive answers are reached, such as the right to confidentiality, the right not to confront the perpetrator, the right not to be subjected to repeated actions during investigation processes, access to due process at all levels, from organizational to judicial,

including challenging judicial decisions, and the right to be represented in investigations and court cases.

1. The facilitator summarizes the major themes discussed and comments expressed by the participants during the training session, connecting these rights insights to the art design activity.

2. Participants are encouraged to freely create artworks such as drawings, collages, or other forms that depict their dream rights. They are given a prompt: "If we experience sexual harassment, what rights in our dream, which represent an ideal picture, would we like to receive?" Participants use the resources supplied to create artistic expressions that symbolically represent their ideas.

3. After fully clarifying the prompt, participants partner up with another participant to examine the rights of employees who have suffered sexual harassment, which were reviewed previously in the session. They then work together to create artworks that represent the dream rights of persons who have been sexually harassed.

4. After the participants have finished designing their artworks, they should place them on the wall of the designated room, which acts as an exhibition space for the "Dream Rights of Those Harassed Sexually" art display.

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5. Everyone should quietly stroll around to observe the works of others until they have viewed all the artwork. During this process, participants should refrain from discussing their peers' artworks if they have any questions. This enables participants to use their imagination, thoughts, and mindfulness while observing the artwork of their peers.

6. Afterwards, the first pair of participants stand in front of their respective pieces of artwork. All the other participants approach the first pair's artwork and stand in front of it. Upon viewing the artworks representing their peers' dream rights, observers are encouraged to express their own perspectives. They should engage in a conversation regarding their feelings and the messages conveyed by the artwork. The owner of the artwork then clarifies the intended message for each piece and follows the same process until they have discussed all artworks.

7. The facilitator will begin the discussion by asking participants to reflect on their experiences through feelings. The group should remain in a circle, and the facilitator will gradually progress to more specific topics by asking the following sequence of questions:

   - How did each participant feel about designing artwork that reflected their dream rights?

   - Subsequently, discuss the rights of individuals who have experienced sexual harassment in their visions. What additional rights did participants learn from

the art exhibition, and to what extent do they believe they can realize these aspirations? For what reason?

8. The facilitator briefly summarizes the topic of "dream rights" and connects it to the current reality of employee rights and the possibilities for the future. This serves as a transition to the next activity, which is a discussion on the rights of individuals who experience sexual harassment.

Training Materials:

1) Decorative items such as stickers, colored paper, ribbons

2) Colored pencils

3) Tape

4) Pens

5) Crayons

6) A3 paper

7) Glue paper

8) Scissors

9) PowerPoint for presenting examples of multimedia artwork

Part 2: Panel Discussion on the Rights of Individuals affected by Sexual Harassment

1. Guest Speakers: Experts present on the rights of sexual harassment victims, including a lawyer, representatives

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from civil society, and individuals who have experienced sexual harassment in media organizations. The speakers should have knowledge, expertise, and experience in law, gender, and gender justice (gender lens) to reflect and explain the rights of sexual harassment victims comprehensively and sensitively.

2. Discussion: Participants are encouraged to engage in dialogue and exchange views on the rights of individuals affected by sexual harassment.

Training Materials:

Presentation materials for guest speakers, such as video clips and PowerPoint slides.

Evaluation:

Participants should be able to explain the rights of employees when facing sexual harassment.

Summary of Basic Rights of Individuals Affected by Sexual Harassment:

1. The right to a safe working environment.

2. The right to file a complaint without having to directly confront the perpetrator.

3. The right to confidentiality.

4. The right to a fair investigation.

5. The right to protection from retaliation.

6. The right to receive remedies.

7. The right to access support services, such as counseling or legal advice.

8. The right to external recourse if the employer fails to appropriately handle the harassment; employees can file a complaint with external agencies.

9. The right to work in an environment free from sexual harassment after filing a complaint.

10. The right to take leave for recovery or to participate in legal proceedings if they decide to pursue legal action.

Learning Activity:
Guidelines for Developing Policies and Mechanisms to Prevent Sexual Harassment in Media Organizations

Implementing policies and mechanisms to prevent sexual harassment is essential for creating a positive work environment, complying with legal requirements, ensuring employee well-being, and safeguarding the organization's reputation. However, many media organizations lack such policies and mechanisms, often due to a lack of awareness about their importance or insufficient knowledge and guidance in policy development.

The responsibility of media organizations is especially important because the public expects that they will demonstrate a greater degree of social responsibility than other professions. Media organizations are specifically

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accountable for the well-being of their employees in their capacity as employers. Initiating policies and mechanisms to prevent sexual harassment within media organizations can be challenging and difficult to implement if employers are unaware of their responsibilities.

The objective of this training activity is to equip participants with necessary tools and knowledge to foster a harassment-free work environment, promoting a culture of respect, equality, and professionalism within the organization. This training will assist media organizations in establishing robust policies and mechanisms to prevent and manage sexual harassment in the workplace.

Key pillars for promoting workplace culture that prioritizes safety, respect, and accountability include: (1) Employer responsibility, (2) Mechanisms for preventing sexual harassment, (3) Response mechanisms to incidents of sexual harassment, and (4) Drafting sexual harassment policies tailored for media organizations.

Activity 6.1: "VIP Secret Love Affair: Understanding the Employer's Responsibilities"

Key Points:

The responsibility of media organizations is of utmost importance, as the media is expected to be more socially responsible than other professions. As an organization or employer, media companies have a particular duty to ensure the well-being of their employees. If employers do not recognize their responsibilities, initiating policies and mechanisms

to prevent sexual harassment within the organization will become challenging and difficult to implement.

This activity uses drama and role-playing as tools to create a learning process about the role and responsibilities of employers.

"VIP: Secret Love Affair" tells the story of Pakawat and Rinnara, a married couple working together in the VIP customer service team at The Legend department store. The VIP team consists of exceptionally talented members, including Prae-araporn, a confident and dedicated woman, Min, who is plagued by family issues, and Lalita, the most recent member of the VIP team. However, Rinnara's life gets a dramatic turn when she receives a message revealing that her husband's mistress is on their team. This message changes her life forever.

In the 11th episode of "VIP: Secret Love Affair," the series present instances of sexual harassment and violence perpetrated by a male executive against female employees. It also depicts the fight of the violated female employees to demand justice for themselves and others, which eventually results in a public backlash. The women CEO intervenes to hanle the issue, leading to the perpetrator being dismissed from his position and the organization. Justice, recognition, and compensation are granted to the victims.

While viewing this series for entertainment, viewers may experience a sense of optimism regarding the women's triumph, recognizing their power and celebrating the commendable actions of the management and organization.

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Nevertheless, a critical analysis may challenge the methods and strategies employed by both parties in addressing sexual harassment issues within the organization depicted in the series, ensuring that the necessity for systems, policies, and mechanisms to establish a safe working environment and effectively manage sexual harassment in the workplace is understood.

Learning Objectives:

To raise awareness about the roles and responsibilities of employers, managers, and supervisors in creating a good and safe working environment, it emphasizes the importance of having systems and mechanisms in place to prevent and address sexual harassment issues within the organization.

Figure 4: Relationship diagram of "VIP Secret Love Affair"

Source: https://www.one31.net/news/detail/66099

Activity Steps:

1. Show a clip from the series "VIP Secret Love Affair", episode 11 (no longer than 20 minutes). Inform participants about the activity's goals, leading to a large group discussion on the roles of employers, executives, and organizations in addressing sexual harassment in the workplace and creating a safe working environment.

2. Divide participants into two groups and have each group write a new creative script for a play titled "VVIP of The New Legend Mall". The new script should focus on the role and responsibility of executives in handling sexual harassment incidents within the organization and making "The New Legend" a workplace with a safe environment.

3. Each group will perform the script they have collaboratively written, with each performance lasting no more than 15 minutes. While one group performs, the other group watches.

4. After both groups have finished their performances, the entire group will discuss key questions such as:

   - What is the working environment like at The New Legend?

   - How did the executives of The New Legend handle the sexual harassment incident?

   - Was their management of the situation effective in addressing sexual harassment in the organization? Why or why not?

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5. The facilitator will summarize the learning points, emphasizing the employer's role and responsibility, and highlighting the importance of having a system or mechanism to prevent and manage sexual harassment in the workplace.

Training Materials:

Excerpt from the series "VIP Secret Love Affair", episode 11

Assessment of Learning Outcomes:

Participants should be able to analyze the roles and responsibilities of employers, management, and the organization in creating a good working environment, and recognize the importance of having systems, policies, and mechanisms to prevent and address sexual harassment in the workplace.

Precautions:

1. Before showing an excerpt from the series VIP Secret Love Affair, the facilitator should briefly explain the character relationship chart and the plot summary so that participants who have not seen the series can understand the storyline they are about to watch.

2. Since the events in the series VIP Secret Love Affair involve workplace sexual harassment and some scenes depict violence against women, the facilitator must give a warning to participants about potentially distressing scenes before showing the clip.

3. Role-playing is a creative learning process that fosters engagement. However, participants may sometimes enjoy and immerse themselves in the role-playing activity to the point that it detracts from the learning objectives. The facilitator should emphasize that the goal of this activity is not entertainment but rather to foster a learning process together.

Activity 6.2: Roles and Responsibilities of Employers in the Legal Framework

Key Points:

This training session provides a comprehensive comprehension of the legal framework that supports employers' responsibilities by presenting laws and regulations concerning sexual harassment. It also identifies specific practices and policies that employers should implement to effectively prevent and address sexual harassment, fostering a workplace culture of respect, diversity, and inclusion. The discussion will tackle the critical role of executives in the development of a positive work environment and employee engagement. Furthermore, this session underscores the critical role of employers in the promotion of safe reporting mechanisms for incidents, providing participants with guidance on the establishment of confidential and severe reporting processes.

Learning Objectives:

To provide participants with an understanding of the legal and ethical responsibilities of employers in media organizations in preventing sexual harassment.

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Activity Steps:

1. The facilitator delivers or discusses essential knowledge about laws, regulations, and ethical considerations regarding sexual harassment in organizations.

2. The facilitator poses questions and leads a discussion on "The role of organizations in creating a culture that is free from harassment," followed by summarizing key points.

Assessment of Learning Outcomes:

Participants should be able to explain the relevance of the legal framework to the responsibilities of employers in effectively preventing and addressing sexual harassment in the workplace.

Activity 6.3: Mechanisms for Preventing and Responding to Sexual Harassment in Media Organizations

Key Points:

The main focus of the content will be on the exhaustive coverage of key components of sexual harassment policies, with an emphasis on the necessity of adapting policies to reflect the distinctive identity of media organizations. The content also includes outlining reporting procedures and conducting regular policy evaluations to ensure their ongoing efficacy. Participants will acquire theoretical knowledge and practical skills to establish and sustain a work environment that emphasizes safety, respect, and accountability.

The activity will offer comprehensive guidelines for the establishment of a safe and respectful work environment, with a particular emphasis on the implementation of specific measures to foster equality and respect among employees. It will also encompass strategies for effective awareness campaigns to promote successful awareness-building. The participants will gain insight into the essential components of successful awareness campaigns and get support in crafting initiatives tailored to their organization's unique requirements.

Furthermore, the activity will concentrate on the development of effective response mechanisms within media organizations, utilizing compelling case studies to foster empathy and comprehension among training participants. It will encourage engaging group discussions, with a particular emphasis on the implementation of optimal response mechanisms.

In this activity, participants begin by learning about the critical importance of developing sexual harassment policies that are consistent with the distinctive identity of media organizations. The learning objectives aim to heighten one's understanding of the importance of these policies, acquaint oneself with the fundamental elements of comprehensive sexual harassment policies, and foster practical abilities in the creation, execution, and ongoing evaluation of successful policies.

Learning Objectives:

1. To enhance participants' comprehension of the mechanisms that prevent sexual harassment in the workplace.

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2. To provide participants with the necessary strategies for responding to incidents of sexual harassment.

3. To improve the abilities of participants in the formulation and implementation of policies regarding sexual harassment within media organizations.

Activity Steps:

1. Facilitators present case studies and campaigns that are designed to establish harassment-free organizations. These case studies include those from media organizations that serve as models for the use of policies and mechanisms to prevent and address sexual harassment in the workplace, both locally and internationally.

2. The participants are divided into four groups to engage in a collaborative brainstorming session and to propose practical policies and mechanisms for the effective management of sexual harassment in media organizations.

3. In their respective groups, participants present proposed policies and participate in discussions.

4. The facilitators conclude the session with a summary of the key components and stages involved in the development of effective policies to prevent sexual harassment in media organizations.

Assessment of Learning Outcomes:

Participants can draft policies on sexual harassment in media organizations.

Training Equipment:

1) Flip chart paper

2) Whiteboard markers

3) Adhesive tape

Summary of Key Points: *Gender-Sensitive Safety Policies for Newsrooms: Guidelines and Checklists* (UNESCO, 2021)

In its guidelines for gender-sensitive safety policies in newsrooms, UNESCO (2021) highlights the prevalent gender imbalance in newsrooms, where men predominantly occupy high-level managerial positions. This often results in work environments that may reflect standards biased towards males, leading to a lack of awareness among management about harassment and gender-based misconduct towards female colleagues.

Violations against female journalists have negative impacts, including reduced work efficiency, damage to team dynamics, loss of trust, high employee turnover, and financial implications for newsrooms. Additionally, employers may face legal consequences for inadequate handling of sexual misconduct.

To address these issues, UNESCO supports gender-sensitive guidelines and responses in newsrooms. These guidelines emphasize comprehensive policies, internal regulations, and best practices that are neutral in gender perspective, inclusive in language, and developed with the participation of female journalists. Furthermore, there is a focus on the importance of training, effective reporting mechanisms, and acceptance from management and HR departments. These policies should

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encompass prevention measures, response planning, and best practices to foster a culture of safety in newsrooms.

Learning Activity: Evaluation of Learning Outcomes

Activity 7: Evaluation of Training: World Café

The final activity of the learning process uses the World Café activity, a method designed to create meaningful dialogue at conversational tables resembling coffee tables. Different topics are presented, allowing participants to move between tables, engaging both in silent reflection (fostering inner work) and spoken dialogue, where participants use empathy to listen to others' perspectives on gender equality.

Objective: To evaluate the learning outcomes of the course on policies and mechanisms for preventing sexual harassment in media organizations.

The World Café method encourages broad, inclusive, and safe participation, providing space for diverse ways of expressing ideas. This process minimizes hierarchical roles, ensuring everyone feels equally involved. The results of this activity become a shared consensus of the group.

Topics at the discussion tables include:

1. The definition of sexual harassment

2. Sexual harassment in media organizations

3. Employee rights

4. Roles and responsibilities of employers
5. Policies and mechanisms to prevent sexual harassment in media organizations

As the final process of the training, this method assesses participants' learning, allowing them to crystallize their thoughts into a shared understanding on policy and mechanisms for preventing sexual harassment in media organizations, which can be applied in their respective workplaces.

Activity 8: Public Seminar on "Policies and Mechanisms for Preventing Sexual Harassment in Media Organizations"

This seminar opens the learning process to the public, sharing the training outcomes with society through a public seminar on "Policies and Mechanisms for Preventing Sexual Harassment in Media Organizations." Representatives from the training participants will lead the discussion, in collaboration with the Faculty of Communication Arts, Chulalongkorn University, Women and Men Progressive Movement Foundation, the Thai Journalists Association, and the MA Program in Women, Gender, and Sexuality Studies at Thammasat University.

Learning Objective:

To disseminate the results of the training to the public and provide a practical approach for implementing policies and mechanisms to prevent sexual harassment in media organizations.

Evaluation: Assessment through surveys of the opinions of public seminar participants.

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