

UNDERGRADUATE THESIS

**THE GENERATION OF WORKPLACE SEXUAL HARASSMENT AND THE
PROTECTION OF HARASSMENT PERPETRATORS THROUGH GENDER
POWER IMBALANCE IN DOUBLESPEAK (2021) SHORT FILM**



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**ENGLISH DEPARTMENT
FACULTY OF HUMANITIES
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SURABAYA**

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**Submitted in Partial Fulfillment of the Requirement for the Sarjana Degree of
English Department, Faculty of Humanities, Universitas Airlangga**

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2022

DECLARATION

I declare that this undergraduate thesis submitted in partial fulfillment of the degree of Sarjana Humaniora (S.Hum) of the English Department Faculty of Humanities Universitas Airlangga is entirely my own work and has been solely the result of my own original research. Hereby, I confirm that:

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Surabaya, 5 July 2022



Merryta Putri Amelia
121811233032

*To my parents, for your love as constant as the sunlight, engulfing my day with
endless warmth;*

*And to my sisters and friends, for your support as continuous as the moonlight,
comforting my night with calming solace.*

APPROVAL SHEET

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Surabaya, 5 July 2022

Merryta Putri Amelia

“What I did not know was that I had hit upon a truth of womanhood: However blameless the life we lead, the passions and the greed of men could bring us to ruin, and there was nothing we could do.”

- **JENNIFER SAINT**

Ariadne

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ABSTRACT

Sexual harassment is a form of discrimination subjected toward someone on account of sex. Within an American working environment, despite the existing law that prohibits the occurrence of sexual harassment in the office, the surveys on sexual harassment within the last ten years suggest that the issue remains pervasive. *Doublespeak* is a short film directed and written by Hazel McKibbin set in the United States and follows Emma at a meeting about the result of her sexual harassment complaint against her senior, Peter. Through *Doublespeak*, this study aims to analyze the power imbalance between gender during sexual harassment and how power imbalance generates protection for the perpetrators in an American working environment. In conducting the study, the writer employs qualitative research and applies the sexual harassment concept by MacKinnon and the sexism concept by Bates. The study finds that sexual harassment is an assertion of power from male perpetrators through their behavior of degrading, intimidating, and objectifying their victims. Acts of sexual harassment in the working environment reflect sexism, demonstrating patriarchal prejudice toward women's hierarchical status beneath men as women are predominantly the victims. This study also finds that sexism generates protection for the male perpetrators. The protection of the male perpetrators is revealed through the company's tendency to credit the perpetrators' words and pose concern about the validity of the victim's claim, thus dismissing the victim's voice and experience.

KEYWORDS: *Sexual harassment, power imbalance, sexism, oppression*

ABSTRAK

Pelecehan seksual adalah bentuk diskriminasi yang ditujukan kepada seseorang atas dasar jenis kelamin mereka. Pada lingkungan kerja di Amerika, survei menyatakan bahwa pelecehan seksual masih meluas meskipun keberadaan dari undang-undang yang mengatur tentang pelecehan ditempat kerja. *Doublespeak* adalah sebuah film pendek dari Hazel Mckibbin yang mengambil setting di Amerika dan menceritakan tentang hasil dari investigasi komplain pelecehan seksual ditempat kerja yang dibuat oleh Emma atas seniornya, Peter. Melalui *Doublespeak*, penelitian ini dilakukan untuk menganalisis bagaimana ketidakseimbangan relasi gender tercermin dalam pelecehan seksual dan bagaimana ketidakseimbangan relasi gender berpengaruh pada perlindungan pelaku pelecehan dalam konteks tempat kerja di Amerika. Peneliti melakukan penelitian kualitatif dan menggunakan konsep pelecehan seksual oleh MacKinnon dan kosep seksisme oleh Bates dalam proses analisa objek. Hasil dari penelitian menemukan bahwa pelecehan seksual merupakan bentuk dari pengerahan dominasi atas pelaku laki-laki terhadap korban melalui degradasi, intimidasi, dan objektifikasi. Dikarenakan sebagian besar dari korban pelecehan seksual adalah perempuan, pelecehan seksual di tempat kerja mencerminkan seksime yang mana mendemonstrasikan asumsi patriarki bahwa status perempuan berada di bawah laki-laki. Penelitian ini juga menemukan bahwa seksime menimbulkan sistem perlindungan bagi pelaku pelecehan. Perlindungan bagi pelaku terungkap melalui kecenderungan dari perusahaan untuk lebih mempercayai klaim pelaku dan mempertanyakan keabsahan dari klaim korban, sehingga menimbulkan pengabaian terhadap suara dan pengalaman korban.

KATA KUNCI: *pelecehan seksual, ketidaksetaraan relasi gender, seksisme, penindasan*