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Date: 20/05/2022

"An analysis of sexual harassment towards men at work in Ireland and how awareness and workshops can potentially prevent it by transforming its social perspective."

<u>Conflict, awareness and transformation</u>

By

Pedro Aurelio Trujano Ramirez

51717174

DISSERTATION SUBMITTED IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE DEGREE OF MA IN DISPUTE RESOLUTION AT INDEPENDENT COLLEGE DUBLIN

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Contents

LIST OF FIGURES

Acknowledgements

This work has been a journey of experiences which has made me want to share my gratitude with many of my closes friends and people who have supported me.

First and always, my family, because of them, the dreams have become opportunities.

Friends, Francisco N., Arleth V., Martha G., Eoghan C. and Marco O. who have demonstrated an inhuman amount of patience when listening to me.

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Abstract

Sexual harassment is a term mainly associated from a perspective with women being the main case of study and research in past years, however, in recent times with a fresh concept of equal rights and recognition of strengths and identities within the workplace, it is still seen nowadays the idea that sexual harassment towards men is not seen as relevant or sometimes not taking in consideration as important as one equal to women.

This research goal is focused on identifying the most typical types of harassment men come across in the workplace and at the same time, exploring the current perception men have on the subject. Followed by an analysis from different authors on how workshops could also take place in work sectors to raise awareness as part of prevention.

In same manner, while an alternative resolution for this type of dispute seems hard to achieve, the analysis of the social conflict is analysed through a couple of models from a social scale at the level of society, specifically on men perception and secondly, on a more individual level, inspect how the judgment follows a trend for all men in their personal boundaries when speaking of sexual harassment

In order to achieve this, a survey has been implemented to collect data from diverse parts of Ireland as well as a varied range of men in working sectors, in addition, an interview with a professional in sexual consent workshop was taken to understand the logic behind most myths men have of the conflict.

Lastly, this study is directed to any men who plan to get involved into any workplace environment or is currently doing so, as well as any student venturing in the area of humanitarian field.

Introduction

When I decided to start this research, I was uncertain whether if it was even relevant for myself to do this study, and decided to propose the question to a small group of individuals for their opinions on the subject. As I asked the question "Do you think is important to recognise that sexual harassment can also happen to men? ", while the response I received from men was mostly positive and encouraging, the response I collected from women were mixed, on one part, most gave validation on the subject that everyone should be informed of these cases, and on the other hand, some seemed to dismissed or even question itself the importance of such research would be even beneficial, often saying comets like.

"I do not think that is as relevant to men as it is for women"

"I am sure it can happen but, how many cases you know of where a man was the victim?"

"I do not think that can happen to a lot of men"

Answers like this demonstrate how important it is to make people aware on how significant it is not to diminish someone for their gender and although it is, unfortunately, more frequent for women to experience these kinds of acts, it is not exclusive to of one sex.

To be sexually harassed has no limitation of age, ethnicity or religious praise and of course, gender.

To begin with this idea was both a hard decision and even more to follow it through, since men, are primarily seen with attributes of power and dominance over others in society, it is common to diminish the idea of vulnerability, guilt and innocence on them.

In the past decade, several social campaigns such as the 2017 "me too" movement which started to face the problem of sexual violence in a greater scale through media, made for hundreds and millions of people to star to talk and share their stories of sexual assault, which surprisingly, led to male victims to also speak up about the situations that where not seen as bad due to gender double standards.

These types of examples have shown undeniable to the whole world that it is also needed to not only acknowledge these incidents also occur, maybe in a less frequent matter, but equally as valid and there is a need to speak out these events in order to be able to assess them properly.

In my way to begin this research, the amount of information available on the subject" sexual harassment towards men" and much more "sexual harassment towards men in Ireland" was either minimal or almost non-existent, which led me to think.

Is sexual harassment for men in Ireland not a factor that men have to face?

Has the subject been given enough research awareness to make compelling to this new evolving era of gender equality and acceptance?

Research Questions

- Is sexual harassment for working men in Ireland not a factor that men have to face and if so, are men aware of the government facilities that provide help as well as the legal background that assist this situation?

- Has the perspective of the ones involved in this research changed on the way they perceive sexual harassment towards the male gender?

Thus, the objectives from this research have been narrowed down as it follows:

- To investigate a more vulnerable working sector amongst men in Ireland who may face this situation more than others.

- To evaluate the perspective of men on the subject in Ireland and if it is enough to create awareness from it.

- To recommend a suitable perspective to face these issues if the matter come to arise.

Subsequently, literature research has been implemented in order to gather the proper the way to address this sensitive topic and how it will be presented to the participants in chapter 2.

Chapter 2 details the methodology in which the investigation is carried out, a justification for the method used and reasonable explanation of the design of the survey and interview.

Next in order, in "Chapter 3" the data is presented with a compelling argument of logic behind each question and its purpose as well as the demography involved in the study to represent the correct statistics.

Furthermore, the findings will be slightly discussed in "Chapter 4" by a precise analysis and reframe the importance behind each figure represented in bar and pie graphics. The combined structure of the question is meant to gather more insight on a bigger scale to potentially deduct better concept around the objectives, likewise, given the extent of the investigation by using surveys and interview, the chapter will also be divided in section for better appreciation and format purposes.

Next in line, "the Discussion of Chapter 5", where along with the data collected from various resources and combined along with diverse authors with previous expertise in the area, will

seek to contribute information to other sources, support or disprove the current one based in Ireland.

Ultimately, the last part, is a collection of all the previous chapters, synthetised with clear description about the reach of the objectives or explain the logic behind the limitations of them.

This investigation is focused on dissecting the working sectors in Ireland to find the most vulnerable fieldwork while investigating the common patterns among men and their perception around the topic, in same manner the construct of potential workshop with the right collection of most frequent misconceptions of sexual harassment of men in order to prevent any instances at work.

Chapter 1: Literature Review

I. Sexual harassment in the workplace and the importance of recognise it when it happens.

Whenever sexual harassment in the workplace arises, the most frequent thoughts we can come up with, is the repercussion of how does this affects the victim, however, there are other factors that come around this scenario, for example, how was this allowed to happen in a professional background in the first place, was something done about in order to try to prevent it, and most importantly, what happens to the victim after the incident?

In order to be able to discuss this matter, the topic has been evaluated along with multiple and credible resources to bring a better understanding on what constitutes sexual harassment in the workplace in Ireland and thus, following the principals of a range of methods from "Alternative Dispute Resolution (ADR)", offer a possible perspective on how to be able to aid these circumstances when an incident like this has happened.

Of course, the sexual harassment ambit can be extended from two main possibilities as mention in the study "*Perceptions of the Sexual Harassment of Men*" (Stockdale et al., 2004), which explains an alternative possibility from the normal case scenario of unwanted attention and explores the option of sexual harassment as a gratification incentive of one or possibly several parties in order to get some sort of benefit, making more sense in the terms "quid pro quo". However, as equally illegal this event may be, is taken primarily from an American legal perspective, therefore, we only going to focus on the social and legal concept in both the E.U. and the Republic of Ireland.

I.I what is sexual harassment and how it is involved in the workplace

Many authors from different backgrounds have defined sexual harassment and moreover what sexual harassment at the workplace is.

First off, since this research is based on the bases of sexual harassment at work as a starting point, we need to understand what sexual harassment is. We can find according to the "*Workplace Sexual Harassment 30 Years on: A Review of the Literature*" it is defined as, "abusive or counterproductive […] behaviours which have hierarchical power relations at their core." (McDonald, 2011), in addition, since most interpretation slightly variate location wise, the Irish "*Equality Act 2004, Section 8*" explains it as *"any form of unwanted verbal, non-verbal or physical conduct of a sexual nature,"* (Equality Act, 2004), this however concrete as it may seem to be, leaves many grey areas up to what kind of sexual acts or comments are defined through the perspective of every individual and so, united and adapted with the "*Recast Directive 2006/54/EC*" from which Ireland as part of the European Union (EU) is part of, it comes more detailed as follows.

"Sexual harassment: where any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment". ((DIRECTIVE 2006/54/EC, Section 2, 1 (d)))

All together provides a better scope of how sexual harassment can be contextualized and the range in which extends under the grounds of discrimination by the Employment Equality Legislation.

Certainly, these interpretations primarily stand from legal perspective, nonetheless, that has contributed to acknowledge reason why this topic has been discussed and accentuated into the legal frame.

All together providing the extend of two key elements, first being "unwanted", which is also let to a big interpretation of the person who gets this treatment and to what limit they accept such behaviour to be permitted, that also must be categorized on what kind of "behaviour" is accepted in the organization.

Secondly, when a party actually falls a victim of the circumstances, it has more connotation to do with the power that it is exercised over them as an individual, along with the objectification of them, mixed with the sexual desire of the person.

In other terms, the definition set by multiple authors has no indication of a targeted gender, but rather an actual unwanted action towards any person perpetrating dominance over the other.

Followed by this, any employee regardless of their position can be affected. In the organizational hierarchy it is important to understand the perspective of any individual worker as well as the responsibilities that each member has when facing this issue, given that a working place behaves as a team, in terms that every individual has a function, is also crucial to discuss that every person working in such environment has a responsibility of taking the correct set of action in it, whether this is taking the necessary steps to initiate the process of a workplace investigation or preventing the incident from happening in the first place.
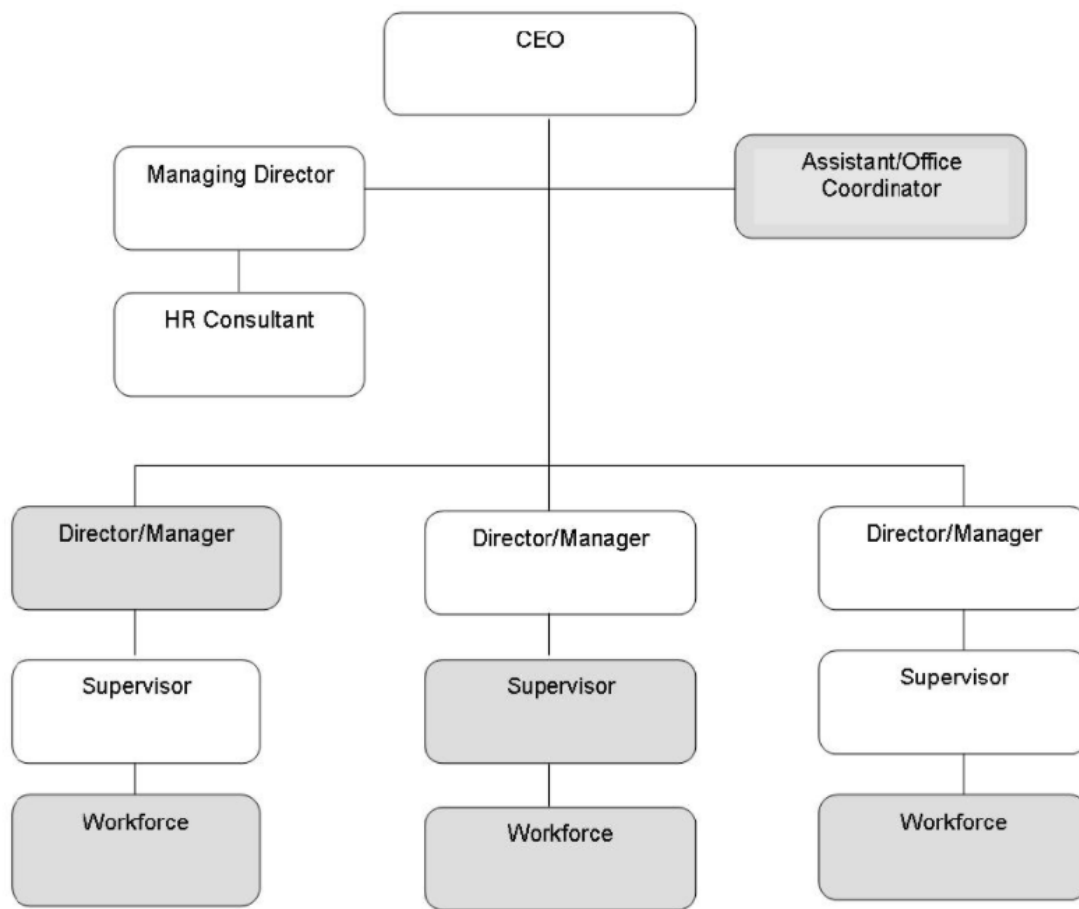
Figure 1: Typical organogram chart in an organization (Beyond Consulting Inc, 2014)

Since most workplace environments have a similar structure of a head responsible in each area/department, as portrayed in the image above, the respective authority has an implicit and legal responsibility to provide a safe space where any hostility can be addressed, showing support to their employees if the case may arouse and most importantly, anticipate any potential issue, which refers that the employer is vicariously liable for the actions of his employees, whether he was aware or not, as stated in the "*Employment Equality Act, Section 15, 1998*". (Book (eISB), 1998)

While every organization must have a strict set of rules of how to approach this topic and what is accepted within the grounds of the company, it is nonetheless, a responsibility that

every employee has to display a professional behaviour at all times and respecting all workers as part of "human dignity" (Lebech, 2004), in the same matter, it is important to create a working culture to speak up whenever an incident occurs, whether is a direct colleague or someone from a different area.

Lastly, the final component in a company that is in charge to provide available and suitable information as well as know the proper way to deal with this issue, is the "Human Resources Department" (HR Dpt. or HR).

Human resources, has a wide range of task that come mainly divided in two parts, first of by protecting the company, by stablishing a proper set of guidelines commonly distributed in the term of a "Handbook" in the workplace and making sure that the staff understands and follows it through, managing any issues within the company, avoiding unwanted publicity and offering the correct set of tools to deal with potential legal fees that may damage the name of the organization.

Secondly, understanding and providing a secure environment for all employees, followed through with supporting them in a reasonable manner from any harm that could happen or may occur in the premises that may affect them at work.

In other terms, what potential outcomes may arise given these set of situations like SH and their repercussion, has mainly been pointed out and generalized through a model of "SH from an organizational perspective". (Figure 2) (WILLNESS, STEEL and LEE, 2007)
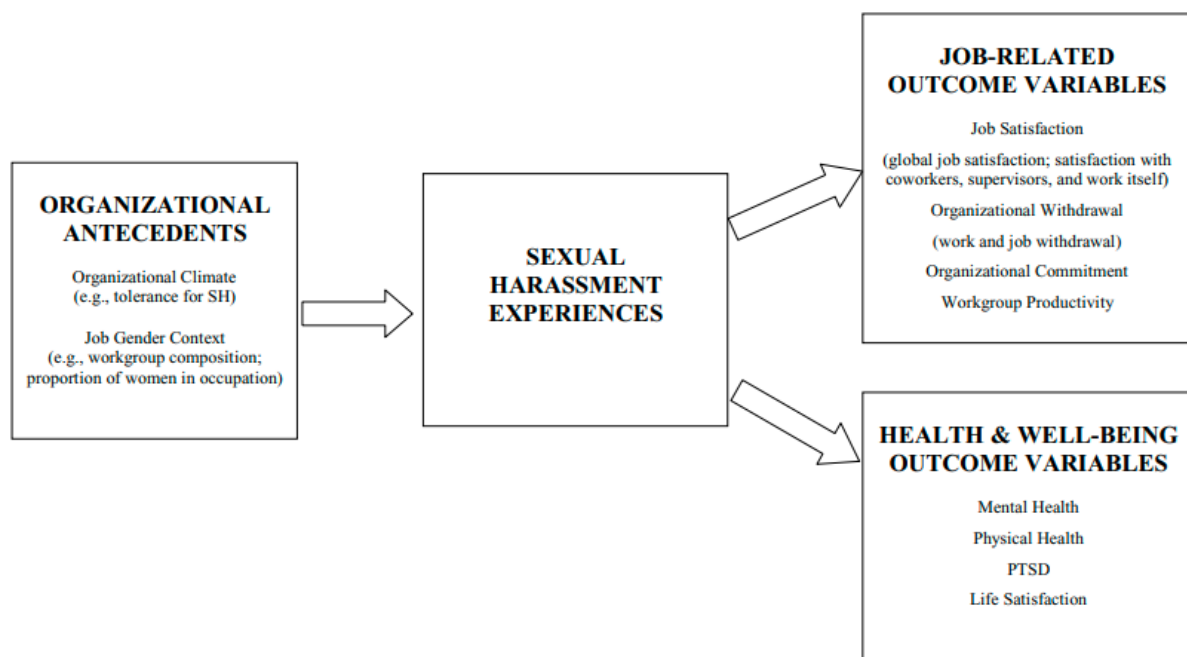
Figure 2: Visual Representation of Meta-Analysed Antecedent and Outcome Variables in Relation to Sexual

Harassment Experiences. (WILLNESS, STEEL and LEE, 2007)

While the chart above is focused on a women perspective and the challenges that have

come across when facing SH, the investigation taken in this paper is aimed towards the

perspective of men into the scenario, thus, the principles taken from the chart are going to

be put on to discussion under the hypothesis that similar effects of SH, have equal impact

regardless of gender.

From here, the main difference is that under the investigation from "Figure 2", stands on

the point that the "gender context" revolves primarily on women working at a mainly

masculine or male dominant work-zone. By changing this element of gender to the

masculine perspective, the rule of male dominance gets cancelled and provides a new scope

of why such incidents may arise in an already male dominant environment, possibly

exploring at the same time the reasons for categorizing SH event from the male context.

Following the chart from "Figure 2", the experiences that diverse from SH are defined in two main structures.

Firstly, the "Job related" map, provides a set of different responses that can be frequently seen from the victim in the organization.

- **Job satisfaction**: This is directly related to the process carried out by the organization towards the victim, both, before and after, as this exemplifies the trust that the individual has in the organization to take care of them in the company. The sense of safety that the person has to speak up to anyone at work and therefore, the following events of portraying a safe place after it, usually providing a series of supportive elements that would align with the victim values. Such elements can be from counselling, adjustments of work, alternatives of resolution with the offender or a change in the environment in relation to the offender, being the last one, the ultimate option, commonly not suggested by the company as it would involve a longer process that would consist in a workplace investigation and potentially move on to the legal frame.

- **Organizational withdraw, commitment or workgroup productivity**: In many cases, the victim shows a sense of unsafety not directly to the organization but to the offender, not wanting to engage anymore in the events where the transgressor may be involved. Culminating in a lack of participation from work events, work task or simply by showing a negative performance at work.

- **Mental health and PTSD**: This extract refers to the lack of sense of safety of being targeted again. Coming with unexpected ways to cope of the emotionally stressful event and end up harming the individual health, however the response to this comes

in a variety of ways from shutting itself down from similar work environments and can extend to the attitude of the person, falling to depression or toxic behaviours.

- **Physical health:** The physical health factor is linked to the type of experience the person had suffered, coming from SH which may present on a personal level by showing clinical factors that would prevent them from normal activities or on a bigger scale, a sexual assault (SA) case, explored in a deeper matter in Chapter 1- I. II.

- **Life Satisfaction:** Similar to PTSD and Physical health categories, life satisfaction explores the perception of the victim in their everyday life from the type of relations that follow and the alteration of their everyday life after the episode(s).

Nonetheless, the persons involved in a SH or SA event at the workplace, take a significant role on what is expected to come in the aftermath, from how the organization takes action, the relationship with the offender and most importantly the perspective of the victim towards the experience.

I.I.II Types of sexual Harassment

As previously mention in the last section, the frame of SH has been divided into the three principal acts of what constitutes of unwanted sexual attention in the workplace, and although this breakdown does not diminish the extend of how a person who suffers from any of these acts can or should feel, it is important to dissect them in order to identify what constitutes from one another and therefore, the implications of how it may affect the victim.

I.I.III Visual or non-verbal sexual Harassment

Not as discussed in depth from many authors, but still relevant from the Equality Act 2004, non-verbal harassment comes from any type of sexual innuendos that does not involve in

any physical or verbal acts, coming from any kind of images or acts that have the intention of damaging a person's dignity or reduce their moral.

I.I.IV Verbal sexual Harassment (VSH)

Verbal sexual harassment can be identified from a multiple set of ways that involve any kind of communication with an unwanted sexual aspect without any reciprocation such as: innuendos, vulgar comments, explicitly stating sexual desire towards anyone, phone calls or any other action that falls under the lexical way of communication. (O'Connell and Korabik, 2000).

In same manner the reasoning behind this kind of acts may seem innocent for the perpetrator as it does not involve any kind of "real offense" or any "real harm" towards anyone, and while it does not stand as significant repercussion from the offender, it is nevertheless, a type of aggression towards anyone's self being and hence, the start of conceptualizing the idea of a co-worker as a possible sexual partner in the perception of the offender, in same manner, the fact that this type of SH is not considered by most people as a real offense, it is often disregarded by the victim as a potential threat.

Many SH cases start from an "innocent" verbal aggression of this kind, often evolving in what can be presented eventually as a physical act of unwanted sexual attention. Paradoxically enough, the research "The sexual harassment of men: Articulating the approach–rejection distinction in sexual harassment motives." has shown that, when rejecting such examples of SH from the beginning, has mostly damaged the relation between the parties and becomes a kind of punishment from Party A (the perpetrator) to Party B (the victim) by disassociating from them, refusing to engage due to lack of "sense of humour" or in some cases, humiliating. (Stockdale, Visio and Batra, 1999)

I.I.V Physical acts of sexual Harassment (PSH)

This element constitutes a wide range of SH, that can be contextualized from a range of touching behaviours that come from kissing, cuddling, massaging, pinching, grabbing, biting, hitting, licking, groping, undoing clothes, spitting and attempted rape. (McDonald, 2011)

PSH can be considered as one of the highest forms of SH as there is a small frame from sexual assault, since this is not only the lead that marks potential similar behaviours towards other individuals, or previous advances from the offender to the victim that has been passed unaware and has not been spoken about or not taken the right actions to cease it from happening.

Simultaneously, the effects of this result can damage the victim self-esteem defining changes withing the organization.

I.II Sexual Assault and how it differentiates from Sexual harassment

When speaking of SH at work, there is a subtle line that separates it from Sexual assault (SA), although both are equally capable of being enacted and involve an unwanted desire of any form of sexual advance, SA has a bigger connotation linked to the legal frame that comes into effect when there is a forced sexual action, not necessarily a form of penetration but any unwanted sexual activity towards another adult individual(s).

In order to fully understand the frame of SA, it is important to recognise that the key difference stands from the implication of "force someone without consent" (also applicable *non-consensual)* into any type of sexual advance, and thus, breaking this person dignity, respect and morals.

The use of force, is also extended to what this could imply as a different set of characteristics that can potentially take place, such as blunt weapons (bats, hammer, sticks, chains), lethal weapons (guns, blades and knives, etc…) or even the threat of physical harm as an intimidation technique. While "without consent", explores the potential scenario of drugs of any kind that could prevent the victim from accepting or refusing any sexual progress. (Linden, 1999, Vol. 7, n 3, p. 685-697).

In this aftermath, although similar to PSH, the consequences of SA are potentialized in a huge matter, while regardless from the type of harassment or assault, it is common for the victims to feel guilty after the incident and the effects of SA increase significantly on how the victims look and act after the incident, often including injures from small bruises, cuts or scratches to a serious post-traumatic stress disorder (PSTD), depression, isolation and can culminate into suicide attempts. (Linden, 1999)

I.III Legal frame against sexual harassment and does mediation has a place in the matter?

Following the categories of the spectrum of SH and SA, that has been discussed and the reason of why it is important to acknowledge it, along with the legal definition that Ireland has given on the subject in the "*Equality Act 2004, Section 8*" , the *"Recast Directive 2006/54/EC"* and lastly the "*Employment Equality Act, Section 15*", the current governmental body in charge to implement the subsequent actions is the Work Relations Commission (WRC), who take a deep investigation in the Industrial Relations and Employment Rights areas. (Workplace Relations Commission, 2015).

The way the WRC initiates the process of investigation when a complain of this kind has arisen, starts by presenting the right type of preliminary documentation of the incident and

the reports of such to the respective workplace, this indicates a right process that the WRC follows as it is the last step in command outside the organization that deals with this conflict, meaning that both parties, party A (the victim) and party B (the organization) are aware of the implications and the protocol that will develop. (Workplace Relations Commission, 2021)

The term "Party B" changes from the initial "offender" to "the organization" as a direct complain to the WRC would indicate that the respective company failed to settle a correct chain of resolution on the subject, in other terms, the party B did not manage to implement the right response in their premise and has been unsuccessful to agree a dispute between the individuals, thus, violating the "Irish human rights and Equality commission act 2014".

Subsequent to the complaint, once it has been approved that there has been enough evidence that an inadequate management or else the conditions of the of victim have escalated to a level that the WRC has to be put into action, the WRC will place in order a meeting to analyze the best alternative resolution in hand that adequate to the case as first order of business, whether this be adjudication, mediation or inspection (usually implying a workplace investigation).

Alternative Dispute and Complains Resolution Table from the WRC	
Adjudication	Legal process where the parties involved are represented by a trade union official, who will represent the best interest of the clients. This situation does not allow a mutual agreement between the parties but instead analyze the best outcome based on the evidence provided, combined with the respective act of law that accentuates the problem (Equal status act 2000 to 2004 for SH and

	Discrimination at work).
	The adjudication officer will give a written decision to the complaint and later published as part of public domain to the rules of WRC.
	(Workplace Relations Commission, 2014)
Mediation	Alternative resolution process where both parties, voluntarily take part of a legally binding confidential session to express their concerns and objectives for a possibility of an agreement that could potentially benefit all individuals involved.
	The process is carried out by a third party who will aid to have a better communication between the disputants in a neutral manner, who will not settle the outcome but let the parties come to terms for it.
	In any case that mediation fails, the facilitator passes makes a judgment about the situation and refers the case to another type of alternative dispute or it escalates to litigation.
Inspection (Workplace Investigation)	A WRC inspector will proceed to the organisation in order to carry out an investigation by analysing all data both from the company regulations and the conflict in such matter (the organisation is compelled by law to provide such documentation) which can also include interviews in a discreet concern and meetings which also be confidential until the end of such procedure.
	Once the inspection has concluded, the investigator shall determine the

	complete evaluation and proceed to take the necessary steps, to resolve the matter, whether the organisation followed the correct standardize process or else, fill out a report in order to escalate to a higher court. (Work Relations Commission, 2018)

I.III.I Is mediation suitable for a workplace dispute of sexual harassment

A review from "*Chartered Institute of Personnel and Development*" (CIPD) has reported a 50% increase reports on SH claims in Dublin and how to properly handle them from January 24th of 2022 after the return to work from the "Covid-19 pandemic", this being due to the social interactions that started with the social adjustment post-pandemic. (Chartered Institute of Personnel and Development, 2022)

Therefore, as a usual practice for any dispute between parties, mediation has been a potential tool to try to settle an agreement, including the scenarios of SH and SA in the workplace given the emotional load that this comes with it, since mediation provides a safe, confidential, discreet space where both parties can examine the arguments and motives that led to such behavior and potentially come into an agreement.

Of course, the situation here stands primarily from the organization's point of view, since an agreement to mediation would dictate a successful path of the company to deal with this conflict by minimizing the risk of proceedings of law in terms of a court settlement and thus, a bad image of the company can be avoided. Since SH is a mainly charged of emotional distress, it is expected for the victim not wanting to engage with the offender in any way that may put pressure to get a satisfactory deal in such process.

In the end, though mediation can be a great tool to handle this topic, the organization is to be expected to provide other alternatives to their employees to avoid this situation, or else, making sure the employees feel safe and back empowered once it has happened.

I.IV How the Media plays its role from a double standard gender point of view.

As it has been widely known in these types of cases, SH and SA, it is more commonly to see men as the perpetrators rather than victims, at the same time, whenever it is portrayed an action of SH towards men in the media, it is more commonly seen as a matter of a poetic justice whenever a character in a tv show gets what they "deserve", comedy purposes where the action itself is shown for laughs or else, criticize the man in question for not enjoying a sexual opportunity, which comes from the wrong generalized concept that "all men want sex".

This topic of discussion has been more recently brough from the 2017 viral movement "#Metoo" in the United States of America, which started in 2006 as an organization that provides support and resources against sexual violence. (Burke, 2022)

While the viral response was primarily from women who have both been sexually harassed and assaulted, it was unexpected from the movement itself that a small range of men also shown evidence of being equally mistreated and eventually raised their voice to join this campaign, making a statement that an equal representation and recognition on the subject is needed, and without diminishing the work and cases that women have experienced, there is still a concern to be assessed when the matter turns the gender roles of a victim.

This double standard appears to come from the idea that, even though anyone can be a potential victim, it is not only until the circumstances of a male victim are extreme that it deserves recognition and subsequently, attended. (Egan, Matvos and Seru, 2017)

While a historical point of view can explain on why a patriarchal society does not seem to be in the best service of men as victims, in a new century where women had to prove to the public, time and time again that a recognition of their part was much needed with the concept of "whatever a man can do, a woman con do it too", and "whatever a woman had to endure, a man can experience likewise", the progress seems to have stopped there, since a more appropriate statement would be "whatever a woman had to endure, a man can experience likewise if the right conditions and media around it are set" as explained *in "THE RULES OF #METOO by Jessica Clarke"* (Clarke, 2019), leaving men with a little to no range but to accept that whenever something like this happens, it is just a part of life.

Since most of the male perspective around the subject appears to criticize, make fun of or even in some cases "praise" that the fact of a sexual act happened, regardless of consent and when it is perpetuated by woman, it decreases the gravity of such acts and therefore, when an occurrence as such does occur, men can be seen as making too much commotion about it. This can be directly linked to the theory of attribution that portrays a biased reasoning of how men are seen in society and the respective characteristics that they must show. (Weiner and Heider, 2002)
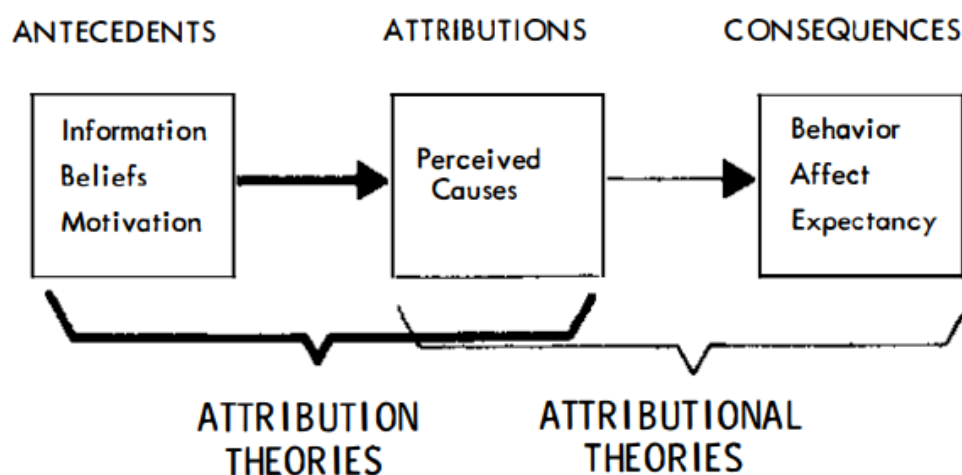
The chart from Figure 3, takes on a simplistic model from the "*Attribution Theory and Research" by Harold H. Kelly John L. Michela* study as a base to underpin the bases of what constitutes and how it works the idea of association from a social perspective.

Since men are historically seen, more commonly attached to the concepts of power, dominance, strength and being aggressive, it matches the antecedent that men are dangerous. While this precedent is clear and the expectation of it is to be cautious, a gender flip role reversal from women harassing men "breaks the mould" in such way that is still new, and so, often gets ridiculed.

Therefore, unless the perpetrator of SH is from a man to another man or "same sex-harassment", the spectrum gets wider, as the reasoning from it may diverse from the initial premise of sexual desire onto dominance over dominance.

As Terry Crews, a victim of SH from another man during the #Metoo movement, spoke on his Senate testimony "*what he was affectively telling me while he held my genitals in his hand, was that he held the power that he, was in control*" (Mahita Gajanan, 2018)

I.V Difficult conversations and the conflict around it

Many reasons and theories have come around in order to explain how society itself still requires a needed transformation from its current social values, from the precedent of a patriarchal culture and the attribution theory assigned for genders, to a constant worldwide connected changing world.

As already mentioned, the first time some academic research was brought into attention regarding this gender perception conflict, was on 1997 by Katherine Franke's theory, which

stated that sexual harassment can be dangerously attached to sex discrimination. In this scenario, sex discrimination happens when the concept of a determined conduct hyper-associated with one gender, falling into a stereotyped identity which could underline "Hyper masculinity" or "Hyper femininity". (Stockdale, Visio and Batra, 1999).

In this regard, the problem does not consist only into one's self-awareness of dealing with this inner conflict, but it escalates to a social behavior of mimicking the potential popular response to such actions, most likely avoidance and denial to justify the presence of sexual harassment of men.

To help identify the situation around the problematic, Bernard Mayer in his book "_Dynamics of Conflict Resolution_" proposes three dimensions in which a conflict like this can be diagnosed, based on interest like how we perceive or think about it, feel and behave. (Furlong, 2005).
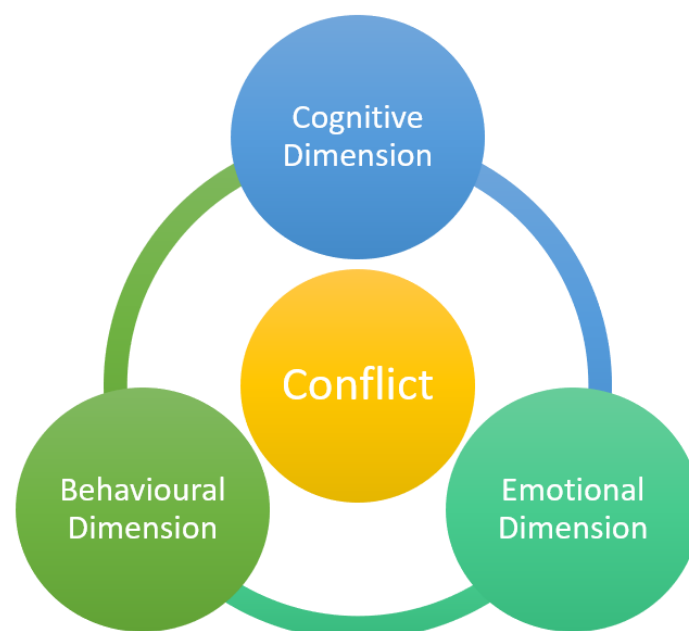
Figure 4: Dimension's Model Diagnosis of a Conflict, adapted from (Furlong, 2005).

The focus for this figure, is set around the conflict of the attitude men take when SH to men is concern, therefore, the next divisions are described as follows:

- **Cognitive Dimension:** The beliefs and interpretations individuals have on the conflict itself that often limits the progression of resolutions. These beliefs do not constitute real facts as they are just the individual's perception around the conflict. The cognitive dimension in this case is believed to stand from the assumptions of what other men would do or how their reaction will be towards the "victim" if the matter is taken in a more concrete way, here the attribution theory takes place.

- **Emotional Dimension:** The feelings and emotions that are around this dilemma have been structured by society, mostly disregarding feelings commonly mistaken and associated from a women's perspective such as: empathy, concern, turmoil or embarrassment. A combination from individual feelings with an outside pressure often takes to camouflage a real concern, in other words "conceal, don't feal".

- **Behavioural Dimension:** The actions in which we behave towards the conflict dictates our way of thinking. At the same time, this is the part where the de-escalation conflict takes place by understanding how a reaction will have a future precedent and the attitudes that may trigger a different response to a better resolution.

By following this chart and the descriptions, is possible to compilate strong feedback to build a better model of what men think about the subject and how can potentially create a better structure to change the way it is commonly perceived, either through personal experiences or how we consume media.

However, on a more individual level, the dimensions changes into fractions, although it is still considered greatly influenced by the social norms in which we function as a society, the experiences on what or may not be considered a type of bullying to one's self, can be different from person to person. Thus, taking this approach, the "Boundaries dimension" comes into effect, and as it mentions comes with a diverse set of boundaries, such be as:

Boundary Model

Acceptable Minimum Behaviour 70 km

Acceptable Maximum Behaviour 100 km

60 km

Boundaries

(Authority= Highway Police)

(Jurisdiction= Highway Traffic Act)

110 km
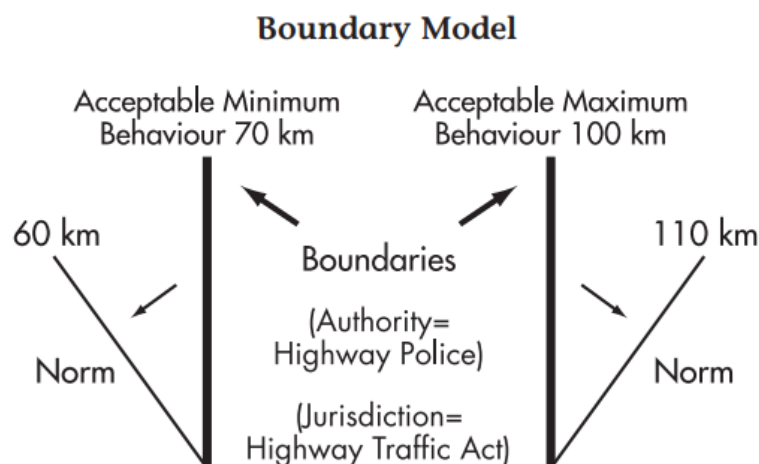
Norm

Norm

Figure 5: Boundary Model Diagnosis of a Conflict (Furlong, 2005)

Standards of behaviour: On a personal level the way this is perceived is by our own boundaries in which we allow other to behaviour to influence ours. What are the "norms" or "responses" in which we react to these actions.

Jurisdiction: In order to support the categorized inappropriate behaviour, stablished rules need to be existing for it to be a violation of the boundaries. This "norms" can come into effect into different levels, from the organization in which the violation takes place, up until a set of government rules that are followed by everyone.

Authority or Enforcement: In relation to Jurisdiction, the authority is the body that will take care of dealing with the right way to enforce the boundaries. This also escalates to superior roles in the organization or governmental bodies to enforce the right authority.

Norms: As not every case is the same, the norms help to create a better insight of what the tolerance or understanding of each case might be, and how it helps to perceive how the boundaries has been broken.

Figure 5, helps us in two specific cases, the first by setting a proper alarm or warning when the boundaries are being tested or threatened and second, when the boundaries have been violated or has failed.

By these means, the boundary model helps to stablish common rules to follow in the workplace.

- **Standards of Behaviour**: This begins with the correct behaviour to display in order to get a safe space and sense of safety in the premises and around all co-workers.

- **Jurisdiction**: All the rules and training the organization provides in order to prevent any risky situation to happen.

- **Authority**: Although, the right department to take care of all the disputes that threaten to keep a safety balance in the workplace, is Human Resources, alternatively, the highest person in command closer in the chain of command in each department should have the knowledge and authority to be able to handle correctly the situation.

- **Norms**: Ultimately, the investigation that takes place in order to understand the right steps for a final decision within the organization.

All in all, there are different ways to take a closer inspection on how both the perception is influenced into the individual's everyday behaviour and the steps that has been taken to keep a healthy and respectable workforce.

I.VI Workshops

Many educational programs can take the form of a workshop, yet in essence the form that it commonly takes is as a session that leads to participants into an explicit appropriated outcome where they can gather new skills or ideas that can be used in a conventional way (Second Rise LLC, 2021).

Although a workshop can take different approaches in the way it trains its participants, the most common types can be as follows. (LMS Hero, 2021)

Most common types of workshops	
Visual	Unlike many others, this type focuses on a minimum commitment to establish interaction between the facilitator and the participants, often taken as the bases of workshop since it uses mainly visual media to explain the desired outcome.
	This type of workshop is often used when the amount of participant comes in a larger scale and this way it can connect to more bigger audiences without taking too much time.
Participative	The principal values of this type of workshop are to engage the participants into the educational session by discussing different aspects and acquiring new skills. This allows for the participants to immerge into the topic and develop personal experience.
	There are numerous of ways this can be achieved:
	• Questions and Answers.

	- Controlled exercises or roleplay. - Discussion group - Round table
Formal	In this scenario, the communication between the facilitator and participants is not as frequent as the "participative", although there is some interaction, the main dynamic resemblance a schoolroom where the facilitator mainly explains the subject without really making a connection with the candidates.

(The University of Kansas, 2019).

Is important to note that every workshop is differently aimed toward the subject in which is directed and in same manner the facilitator in charge must have the background knowledge on the subject and people skills, however, the similarities come into place by creating an intensive informational training in a workplace scenario for professional development. This helps create a better trust among employees and improve team communication, it addresses specific topics and prepares everyone involved to understand the situation and offers guidance for a range of outcomes.

I.VII Literature Review Summary

The problematic of what constitutes as SH for men and the unmistakable patterns that have been so engraved into a male perspective of how to detect this behaviour and how to properly address it, it is still developing.

Although the proper behaviour in a professional background appears to be common knowledge and standard practice, the ideals and limitations of what can be constituted acceptable or not is still very distorted, at least in regards on "man to man". However, when it does go beyond of what can be constituted a "simple joke" or a "simple

misunderstanding" and a problem arises, it is mostly expected for a man to not have much support from the same gender, that can affect the course of action from the organisation.

While certainly, the organisations usually offer the informal route to take care of things more discreet, the formal process often falls under a workplace investigation or a mediation which tend to have a low rating of engagement. On one hand most victims do not want to encounter a process with the offender and on the other, the pressure and social expectations are often not considered as a counselling option. Furthermore, most campaigns and training programs on SH, are strictly focus on displaying awareness, yet at the same time, most of these ones are merely optional.

Consequently, by focusing on the social phenomena's, it is possible to speculate on a workshop that would be more beneficial for men withing the matter, at the same time that evaluates the responses from working men in Ireland and if it would be suitable as an alternative dispute resolution transformation.

Ultimately, the following research is focus on collecting the insights of how working men in Ireland are knowledgeable and open about the subject, acquiring data of how the perceive the situation and what can potentially be done to frame a workspace in the future.

Chapter 2: Research Methodology and Method

II.   I Introduction

As part of the research process, the study follows a trajectory of the epistemological focus which allows to gather a general agreement based on the responses from the participants in which the ideas and perspectives from their point of view, combined with individual interviews based on the general connotation that media chooses to represent sexual consent and harassment towards men, added to the experience of training manuals given to working men in Ireland, will attempt to provide better insight of how men perceive the topic at work, subsequent, how there can be better ways of improving and ultimately the way men consume media around the subject. (Mostowlansky and Rota, 2020)

II.I.II Philosophy

The construction of this research is based on the Ontology of cultural relativism given the perspective set by a social phenomenon's which, are placed on the moral responsibility and judgements towards how the world is established and such, limited by cultural opinion and expectations towards the surroundings that characterize it (Donnelly, 1984), in addition, the central criticism for this theory stands in its own, a challenge of the moral codes of many different cultures, hence, a social norm may be abolished by social pressure, if decided that a general model that an specific behaviour is not publicly allowed, regardless of a moral code of ethics, it will be publicly denied (Rachels, 1999).

Therefore, according to Michael F. Brown (2008), the paradox where cultural relativism is concerned, as "cultural identities" may be bounded or discontinued, human rights must be supported, while at the same time contributing to the development of human freedom.

As well, an epistemology method for this research was taken through the "Emic epistemology" approach, where the relation among social perception of reality among the data taken from the study can be examined. This allows the researcher to facilitate and evaluate several methods of study which can come from different analytical perspectives based among discussion of the participants. (Förster et al., 2011).

From this stand, the researcher is submitted to critically dissect the perception of the individuals without falling into a biased result from its own judgment.

II.I.III Approach

The research is conducted by a mix of both quantitative and qualitative method based on the book "*Research design, qualitative, quantitative and mixed methods approach*" by John W. Creswell. (2018)

Takin into account research tools such as "survey", as primary quantitative tool to reach as many subjects as possible who fall under the investigation scope, these being working men in Ireland and their perspective on the case study.

Next in order, as part of a qualitative approach, "the Interview", directed to a professional in the humanitarian field with academic knowledge and field experience on the subject to understand the concept and process of a sexual consent and their remarks on how the benefits and limitations of a workshop fall into place, remarking a precedent of what is and how it is constituted a professional workshop on the matter.

Lastly, forming a designed "questionnaire", to understand the opinion of men working and living in Ireland on their perspective around the subject, whether this may by acknowledging

the object of discussion, getting a different mindset to it or acquiring different opinions not covered in this study.

II.II Strategy and Choice

II.II.I Questionary survey

John W. Creswell explains in his book "*Research design, qualitative, quantitative and mixed methods approach*" that a "Survey" is defined by "*a quantitative description of trends, attitudes, and opinions of a population, or tests for associations among variables of a population, by studying a sample of that population.*" (2018, p.207), therefore, we can take from this that the survey is a useful tool to standardize the response process towards percentages and turn it into a quantitative value.

The way of action of this method is performed by an online questionnaire who the subjects will complete on their own by accepting a confidentiality and consent form.

This aims to recognize patters of U.S.A. of working men in Ireland and have a better understanding of where and which sectors may potentially be more prompt to these events, as well as achieving a wider range of accessibility to all men in the island.

The participants in this study have been extended to all men in a variety of working sectors throughout a range of age from 18 and older as well as a diverse set of multicultural workplace environments in Ireland.

II.II.II Interview

The interview falls under the qualitative method, obtaining experiences and perspectives from experts, creating a "Holistic understanding" from the participants ideas and meanings. (Creswell and Creswell, 2018, p.258)

The interview set in this investigation was aimed directly to a professional who has specific knowledge in the field of a humanitarian background and counts with experience in this regard.

The interview goal was to understand the perspective of sexual consent by not taking into consideration the gender of who may experience this occurrences but to stablish a proper set of actions on how to speak about the subject in such area, obtaining a real advice of how the investigation is proceeded instead of only falling of legal definitions and presuming what a real life situation workshop may look like, it is important to recognize that while the legal background is set to stablish limits on a proper behavior and standardize the process of repercussion in a general scenario, each case is different and to that extent, every examination will be as well. In other words, when dealing with people, no problem is lienal.

II.II.III Designed questionnaire

This last qualitative method was implemented to get better insight into the participants opinions while engaging into a deeper individual insight, collecting ideas and analyzing a potential transformation in their behavior through a questionnaire based on the interview and all the previous knowledge.

Although, initially planned as a "focus group" the later research and interview with the professional, made re-evaluate the circumstances in which would be more beneficial for men to get comfortable with a topic that is not frequently disclosed, hence, a last questionnaire was implemented with the goal of reaching into the reasoning of the individuals and understand their point of view. It is important to remember that when this exercise was carried out, the conclusions for most participants are determined based on their own opinion and it is expected to have more than one absolute conclusion, however

the emphasis of this research method is to observe how men respond when reviewing the topic, and moreover, if a transformation of the way men perceive sexual consent and sexual harassment can be achieved. (Renilla, 2018)

Lastly the combination of the interview as well with as their responses on the questionnaire is expected to help understand how possible future workshops can be implemented on an organizational level and the success that these may have.

II.III Population and sampling

The course taken for the first part of quantitative research, survey questionnaire, is aimed to participants chosen on a "convenience non-probability method", defined by working men in Ireland but not limited to a present time, meaning that any man who has worked in Ireland before, could have participated as well in the study.

This advantage resulted on the survey to be exposed primarily through virtual venues (LinkedIn, Facebook, web pages) where any individual, underlying according to the set criteria, could be exposed to take the questionnaire. In addition, the participants were informed about confidentiality and anonymous guidelines in order to help increase the respond rate, furthermore, a statement of the purpose of the research and ethical principles were also added to keep all applicants informed (Christof Wolf et al., 2016). The result of this approach concluded with a total population of 101 responses which only one of them being discarded due to an inconclusive result for being underage.

Follow along the second part of the research which included an interview of a professional in the field of sexual consent workshops (SCW), a qualitative approach was implemented in order to attain experience on how it is conducted and subsequent to be able to identify

better questionnaire and responses for the last sampling survey, also following the convenience sample approach. (Marshall, 1996)

Finally, a last questionnaire was designed following the indications and advice from the professional in the field on how to speak about the subject in a controlled manner, this was taken from a small percentage of the respondents from the survey, which were selected to participate in this individual interview where their ideas and opinion could be explore in more extent.

II.IV Data analysis techniques

Whereas most of the data collected has been processed through the quantification method provided by "SurveyMonkey" in order to present the graphic data, an additional analysis was implemented in order to gather more individual feedback based on specific questions regarding their opinions, feelings and thoughts of the participants.

While a better method for investigation would imply observation on the exact event of the conflict, it is not possible to replicate the situation, alternatively a distinctive approach is used by inspecting the consciousness of the participants as well as their body language where possible and subsequently, creating a frequency table of the most general concepts that men have around the subject.

II.V Research limitations

As already mention at the beginning of Chapter 2 "II.I.II Philosophy" the main limitation of the research comes from the cultural relativism moral judgment of a society in which is explain that in a modern world, cultural aspects are continuously changing with an innate relation to human rights, therefore, the perspective approach is defined by its time and era.

Likewise, the non-probability sample method only represents a particular number of strata (population), which cannot be over-represented on a larger scale, in other terms, the results of the data collected would be needed to aim for a bigger population of participants in order to represent a significant conclusion (Gaganpreet, 2017), therefore, this alone would only serve as minor consideration from the research instead of a generalized perception on a society.

Chapter 3: Presentation of the Data

In order to analyze the collected data, different set of tools were used in order to achieve better understanding from the answers given by participants from both the "questionnaire survey" and the "individual interviews".

The survey was presented through graphics as a way to portray the statistics from qualitative data by using Microsoft Excel platform and the SurveyMonkey application, as a simpler representation to display percentages. This method allowed to estimate recurrence in responses in bar and pie charts to examine repeated feedback from respondents on their perception on sexual harassment at work and the way they observe the matter. In this manner the study carried by the survey's credibility has been processed accordingly trough honest and responsible standards.

In terms of the last interview, a discussion was implemented given the consultation and guidance from the professional Kelly Rennick, an expertise on the subject of sexual consent who has assisted on implementing a consent policy for Maynooth University. The interview benefited on understanding some of the perspective and sensitiveness when dealing with the topic from different gender perspectives and how is often common to face a lack of engagement from participants.

The individual interviews help to identify common patterns, and theorize from this any social or personal change that may come from it. An inductive approach was used along by identifying key words that may come up from a variable response.

III.   I Survey

Age range of participants of the survey
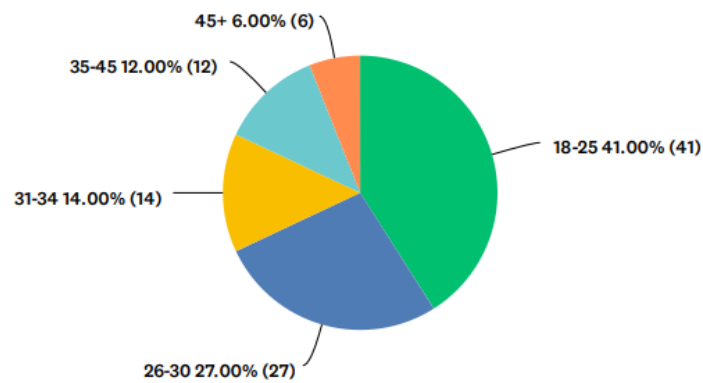
ANSWER CHOICES	RESPONSES	
18-25	41.00%	41
26-30	27.00%	27
31-34	14.00%	14
35-45	12.00%	12
45+	6.00%	6
TOTAL		100

Figure 6: Age range of participants.

The survey required for the participants to select the range of age in which they belong in, as this would help not to only stablish the bigger number of respondents in that category yet as well as potentially how it may influence the rest of the questionnaire. In figure 5, we can appreciate that the bigger number of respondents with 41 participants are between the age of 18-25. This information can help to identify the perception on younger participants towards the subject of study.

Nationality
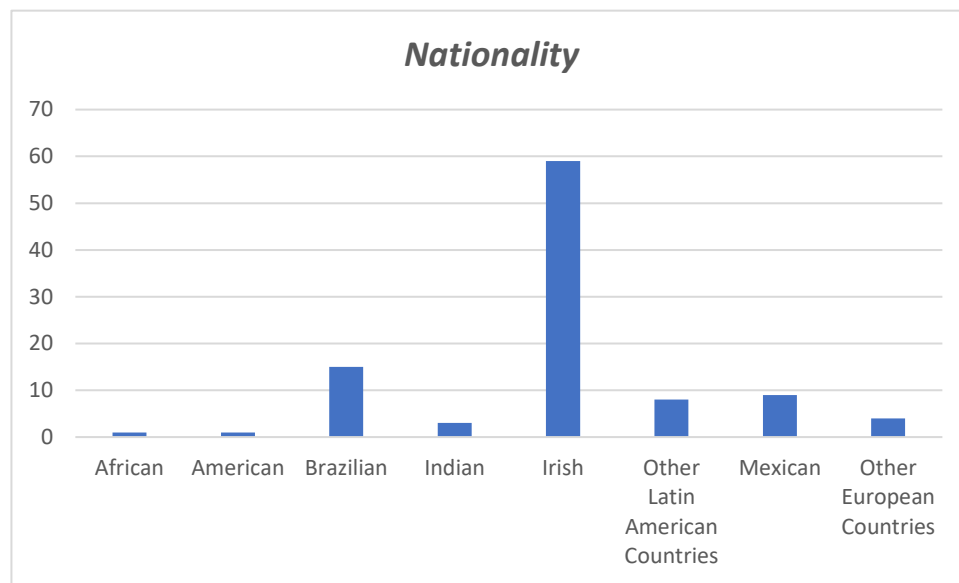
Figure 7: Nationality

Nationality	Responses
African	1
American	1
Brazilian	15
Indian	3
Irish	59
Other Latin American Countries	8
Mexican	9
Other European Countries	4
Total	100

Figure 7 show that the majority of respondents who took the survey come from an Irish background.

The categories of "Other Latin American countries" as well as "Other European Countries" are a mixture of several small respondents that were putted together in order to quantify the results in an easier matter, these countries categories can be best appreciated in Figures 8 and 9 respectively.

Other Latin American Countries	Responses
Argentina	1
Chile	3
Costa Rica	1
Ecuador	1
Panama	1
Uruguay	1
Total	8

Figure 8: Other Latin American Countries Breakdown

Other European Countries	Responses
Belgian	1
Croatian	1
French	1
Polish	1
Total	4

Figure 9: Other European Countries Breakdown

Working men in Ireland
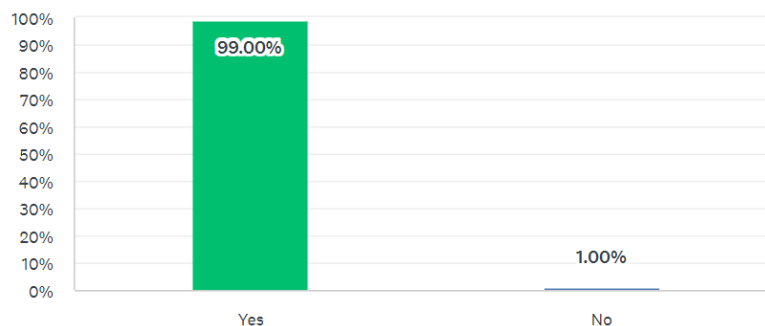
ANSWER CHOICES	RESPONSES	
Yes	99.00%	99
No	1.00%	1
TOTAL		100

Figure 10: Currently working men in Ireland

The above chart represents that only 99% of the respondents are currently employed while

taken the survey and only 1% has had working experience.

Work Based County
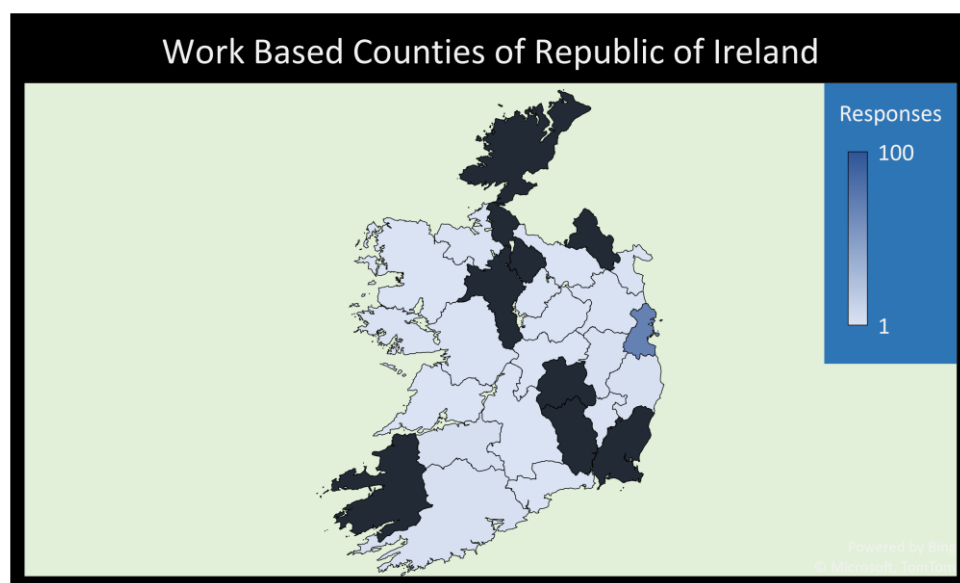
Figure 11: Participants work- based county.

Work based county	Responses
Carlow	2
Cavan	1
Clare	1
Cork	3
Dublin	69
Galway	2
Kildare	3
Limerick	4
Longford	1
Louth	2
Mayo	1
Meath	2
Offaly	1
Sligo	2
Tipperary	1
Waterford	1
Westmeath	1
Wicklow	3
Total	100

As shown in Figure 11, 69% of the participants have a work in county Dublin, this allows to

represent that the bigger perspective of the responses will be based from the multicultural

aspect set on the capital of the Republic of Ireland, while the remaining responses are dispersed with lower number on the rest of the country.

Work Field
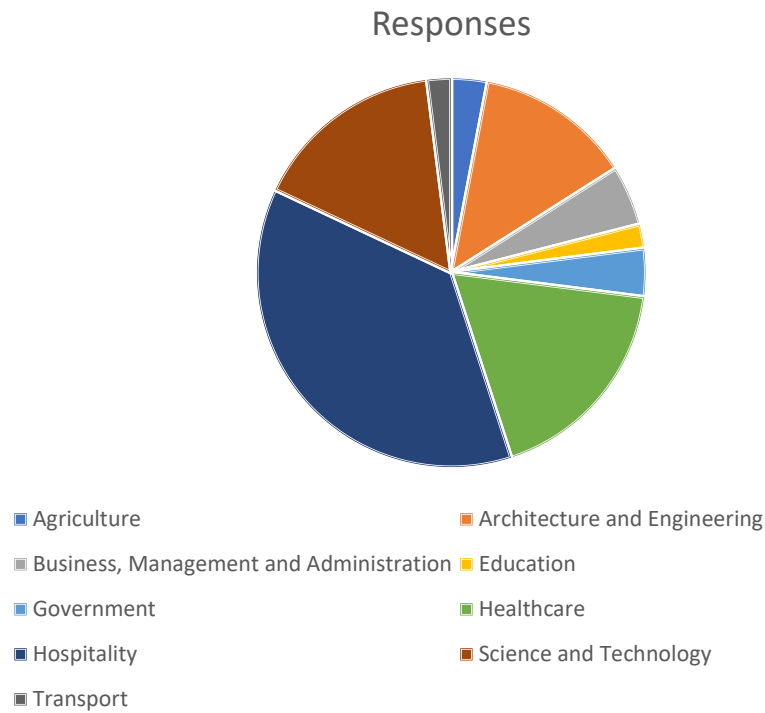
Figure 12: Working sectors taken into research based on the participant responses

Work Fields	Responses
Agriculture	3
Architecture and Engineering	13
Business, Management and Administration	5
Education	2
Government	4
Healthcare	18
Hospitality	37
Science and Technology	16
Transport	2
Total	100

While the research focus on working men of Ireland, it does not specify a parameter on a working sector, therefore, the followed 9 categories from Figure 12, have been stablished from the range of responses from the participants.

Bullying/Harassment policies at workplace

ANSWER CHOICES	RESPONSES	
Yes	63.00%	63
No	29.00%	29
Not sure	8.00%	8
TOTAL		100
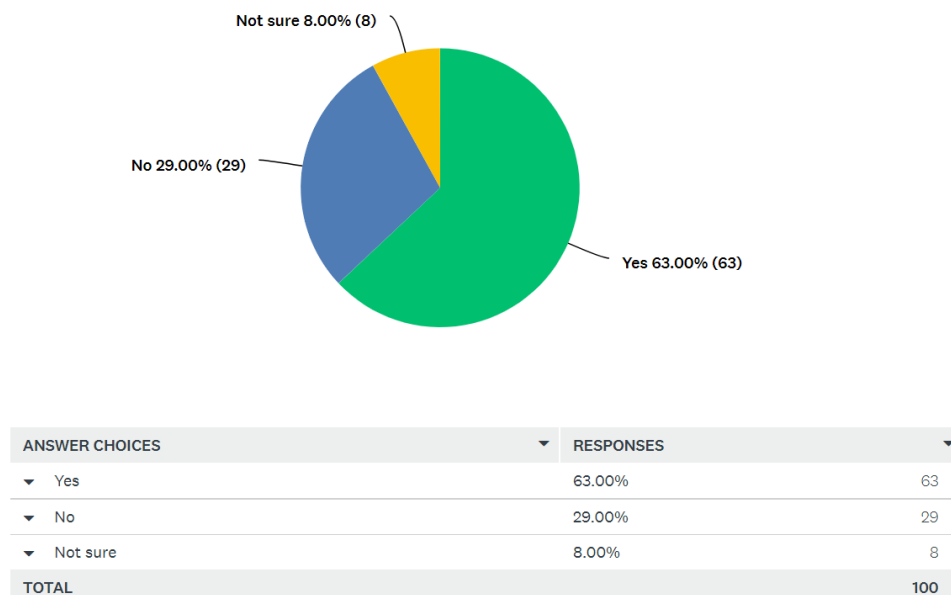
Figure 13: Knowledge of men of a Bullying/Harassment policy in their workplace.

The participants were requested to acknowledge their awareness of a policy on bullying and sexual harassment in their place of work, this with the purpose of starting to recognize the lack of training or a manual handbook for employees. Thereby, only 63% of respondents were confident on such training be given to them, while the remaining feedback stays uncertain or completely denying the recognition of a manual.

Unwanted sexual attention at work

ANSWER CHOICES	RESPONSES	
Yes	16.00%	16
No	84.00%	84
TOTAL		100
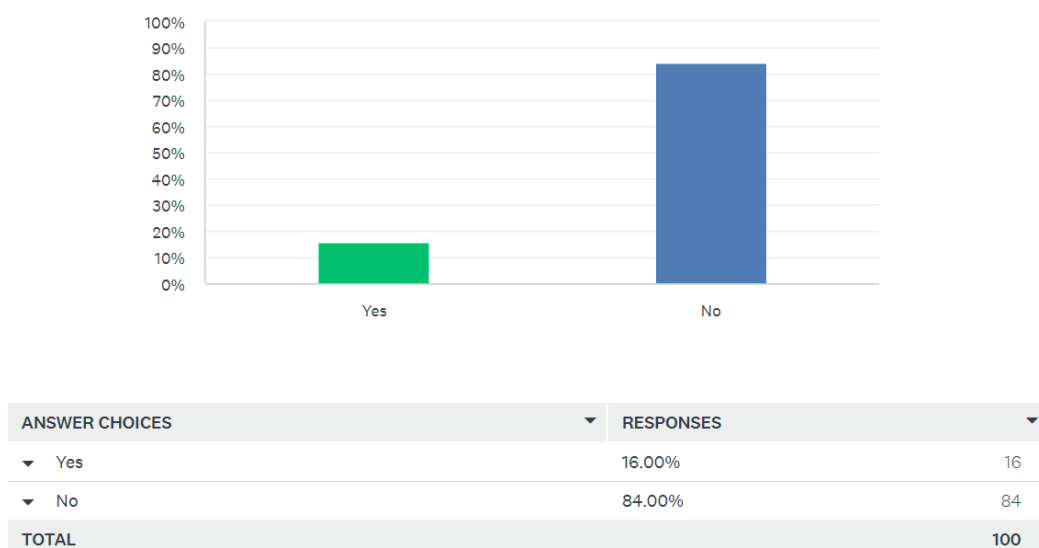
Figure 14: Representation of Unwanted sexual attention (U.S.A) of participants at work.

From this point towards, participants were asked to acknowledge U.S.A. at work, indicating that a 16% of the population taken on this survey recognised having experienced this sort of issues.

Types of U.S.A experienced by participants
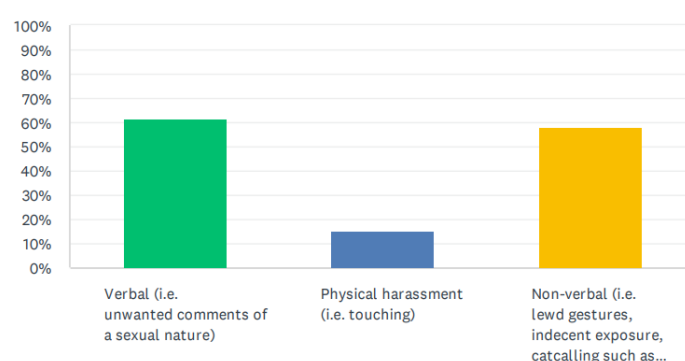
ANSWER CHOICES	RESPONSES	
Verbal (i.e. unwanted comments of a sexual nature)	61.54%	16
Physical harassment (i.e. touching)	15.38%	4
Non-verbal (i.e. lewd gestures, indecent exposure, catcalling such as whistling)	57.69%	15
Total Respondents: 26		

Figure 15: Representation of Unwanted sexual attention experienced at work by participants.

As shown in figure 15, participants who have acknowledge having experienced U.S.A. at work were requested to answer this question to analyse the most common type among men, while 26 chose to respond, only 16 of them from the figure 14 have admitted to face U.S.A, however, it is important to mention that although one individual can come across multiple ways of this situation, the 10 extra responses can represent that although some candidates have also gone through these issues, they do not acknowledge it as U.S.A in their own impression. Taking that into consideration, this representation is aimed to display the most common types of actions that have come around the participants, being verbal and non-verbal the most recurring matter that men come across at work with 61.54% and

57.69% respectively, while physical harassment being the least frequent showing only 15.38% of instances.

Gender selection from the offender of U.S.A

ANSWER CHOICES	RESPONSES	
Female	40.00%	10
Male	72.00%	18
Total Respondents: 25		
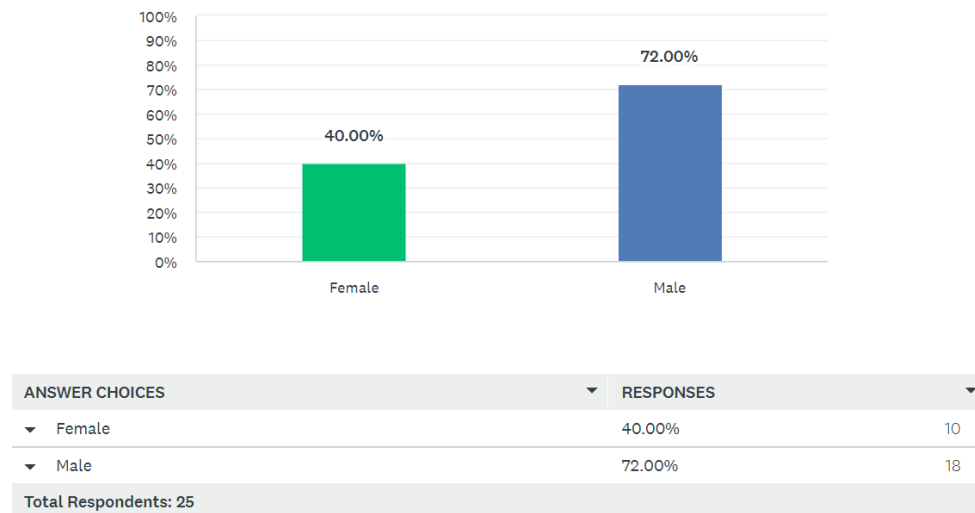
Figure 16: Portrayal of the gender who have display U.S.A. to the participants.

Similar to figure 15, the participants who have received this unwanted conduct has been surpassed by 9 extra responses which could be linked to how this behaviour is perceived by men. In this case, the male gender is the one who appears to perform this attitude by almost doubling up the figure.

Role in the organization from the offender of U.S.A.

53

ANSWER CHOICES	RESPONSES	
Colleague	57.69%	15
Supervisor	23.08%	6
Manager	15.38%	4
Other (please write below)	19.23%	5
Total Respondents: 26		
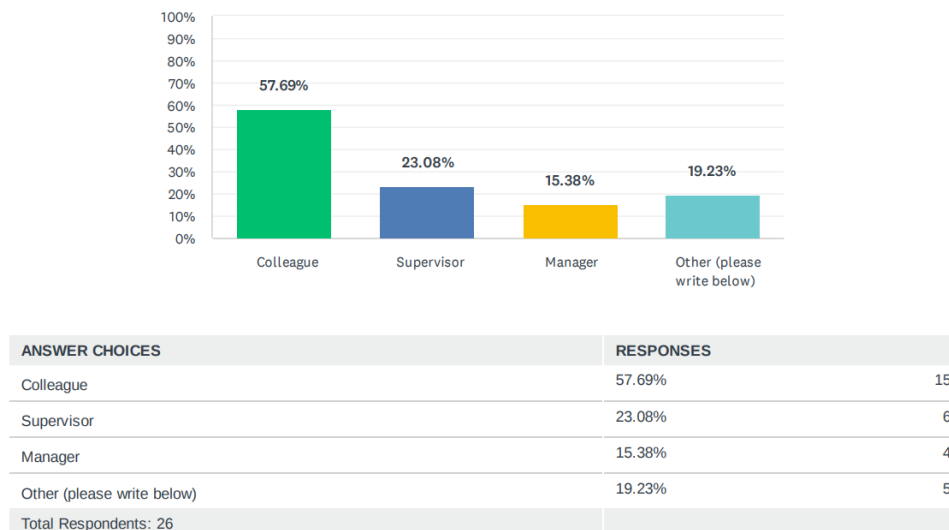
Figure 17: Role in the organization from the offender of U.S.A.

Identical to figure 15 and 16, more respondents that the ones who acknowledge being SH chose to answer this question, being colleagues with a 57% of the ones displaying this behaviour.

It is also important to exhibit the participants commentary when referred to "other".

Other commentary	Response
Participant 1	Rather not say
Participant 2	Not sure
Participant 3	Not sure
Participant 4	Customer
Participant 5	Customer

Figure 18: Answers given by participants from "Other" based on survey, question from figure 15.

Reaction of the participant towards the incident at work
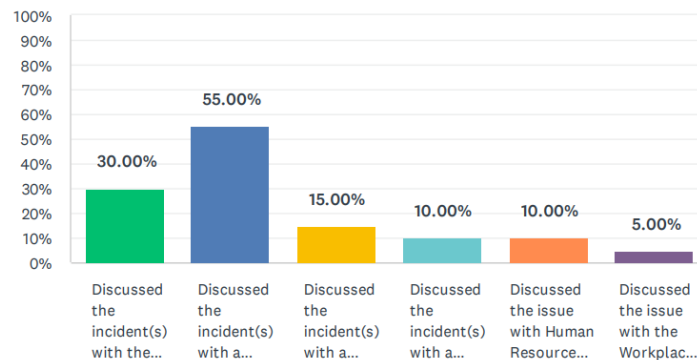
ANSWER CHOICES	RESPONSES	
Discussed the incident(s) with the person/people involved in the incident	30.00%	6
Discussed the incident(s) with a colleague	55.00%	11
Discussed the incident(s) with a supervisor	15.00%	3
Discussed the incident(s) with a manager	10.00%	2
Discussed the issue with Human Resources (HR)	10.00%	2
Discussed the issue with the Workplace Relations Commission (WRC)	5.00%	1
Total Respondents: 20		

Figure 19: Graphic taken from the reaction of participants at work after the incident.

The most common reaction taken from this matter was discussing the issue/incident with a colleague rather than expressing things up with the one involved as indicated in figure 19.

Emotional reaction from U.S.A. from participants
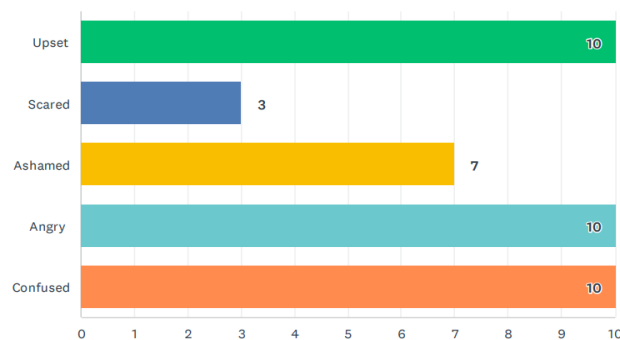
ANSWER CHOICES	RESPONSES	
Upset	41.67%	10
Scared	12.50%	3
Ashamed	29.17%	7
Angry	41.67%	10
Confused	41.67%	10
Total Respondents: 24		

55

The emotional range that a single action can cause is not limited to one single emotion, thus, the choices given could be extend into several feelings as shown in figure 20, being upset, confusion and anger the most chosen answers followed closely by shame and scared being the less frequent.

Negative effects of performance at work

ANSWER CHOICES	▼	RESPONSES	▼
▼ Yes		46.15%	12
▼ No		53.85%	14
TOTAL			26
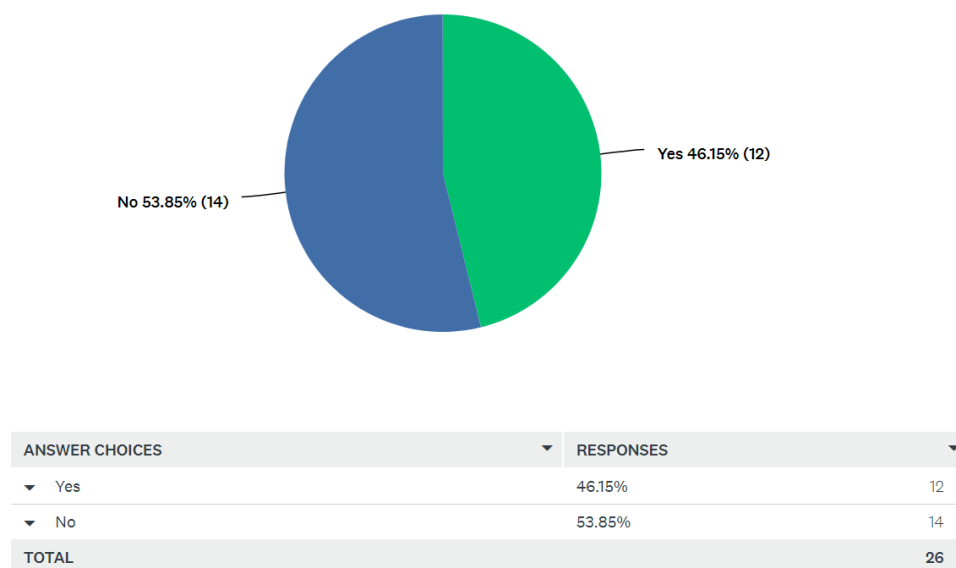
Figure 21: Perception of men towards their work performance after the incident.

Considering the responses from figure 21, 14 men who have experienced this situation have stablished that it did not have any negative effects on their work task, yet the difference between the responses rate it is not that far from one another since 12 of them recognized that it had become harder to achieve a satisfactory performance at work.

Awareness of bullying, sexual harassment or anti-discriminatory laws in Ireland
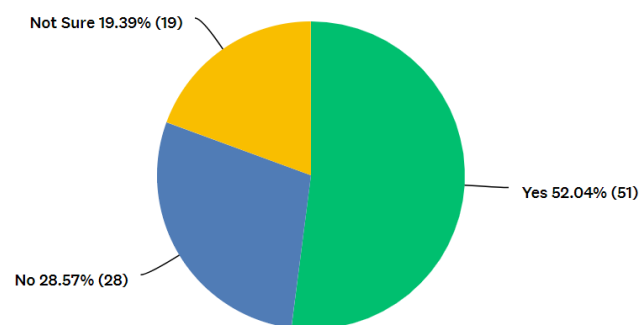
ANSWER CHOICES	RESPONSES	
▼ Yes	52.04%	51
▼ No	28.57%	28
▼ Not Sure	19.39%	19
TOTAL		98

Figure 22: Awareness of bullying, sexual harassment or anti-discriminatory laws in effect in Ireland.

In contrast to most of the previous graphics, from this point on, participants regardless of personal experiences at workplace, were asked to considered their own knowledge about the effects, legal and cultural frames aspects around it.

As shown in figure 22, more than half of men who answer this survey, are in fact aware of laws in Ireland that help prevent and sanction this behavior, while 28 declare to have no familiarity with any legislation and lastly, 19 said that they were uncertain of what it may be a legal consequence or penalty.

Irelands organizations against bullying, sexual harassment or anti-discriminatory

ANSWER CHOICES	RESPONSES	
▾ Yes	34.34%	34
▾ No	65.66%	65
TOTAL		99
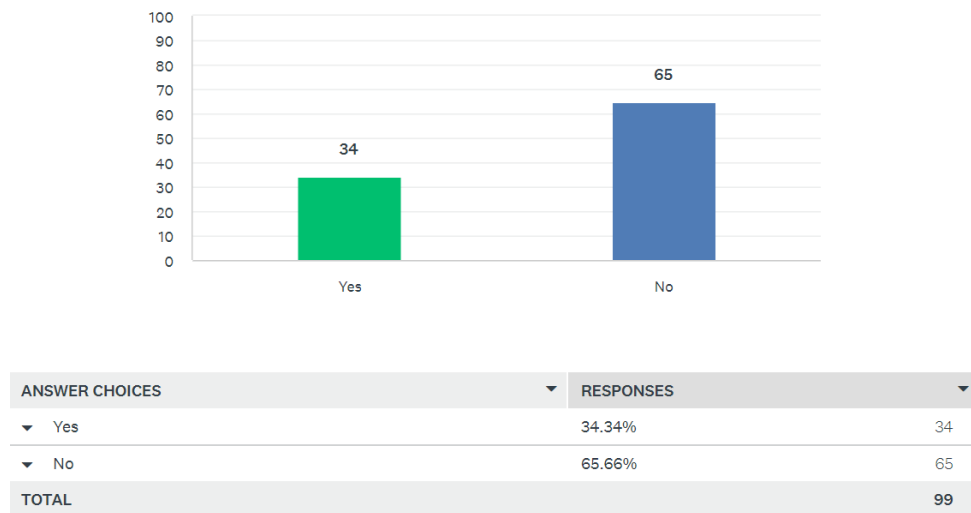
Figure 23: Participants knowledge of organizations in Ireland against bullying, sexual harassment or anti-discriminatory.

Only 34 of men out of 100 contestants for the survey know about any organization that offers guidance and awareness on this topic as represented in figure 23, which contrary to figure 22, marks a contrast of how many people really are familiarized in the matter.

Awareness of U.S.A familiarity with the subject
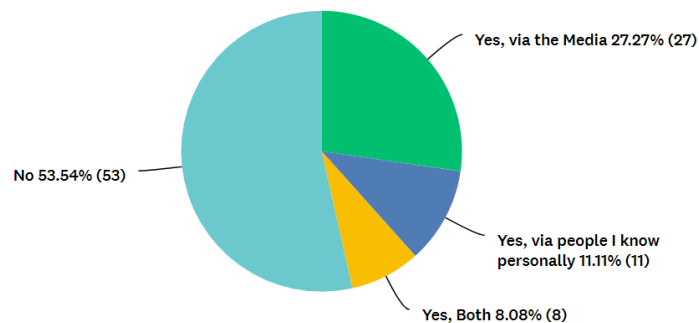
ANSWER CHOICES	RESPONSES	
▾ Yes, via the Media	27.27%	27
▾ Yes, via people I know personally	11.11%	11
▾ Yes, Both	8.08%	8
▾ No	53.54%	53
TOTAL		99

58

According to figure 24, most participants with a rate of 53.54% have no recollection of

seeing this scenario in media or having faced this problem through any close relationship,

this can be important in how the perception could take a factor in how these conflicts are

represented and hence analyzed. Subsequently, 27% have recognize the matter through

media, 11% have been exposed to it by close relationships and 8% have close experience

with both a close relationship and through media.

Emotional reaction from U.S.A. on media
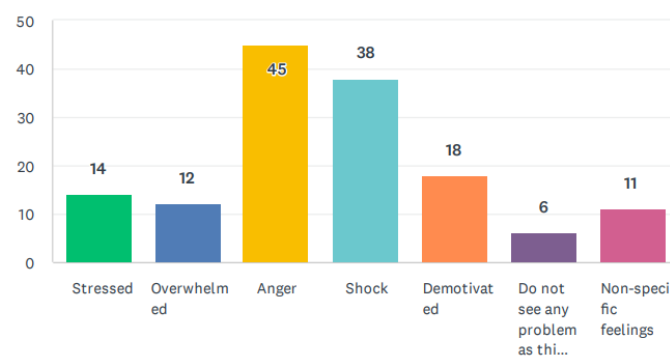
ANSWER CHOICES	RESPONSES	
Stressed	14.74%	14
Overwhelmed	12.63%	12
Anger	47.37%	45
Shock	40.00%	38
Demotivated	18.95%	18
Do not see any problem as this can happen	6.32%	6
Non-specific feelings	11.58%	11
Total Respondents: 95		

Figure 25: Emotional reaction from the participants when perceiving U.S.A. on media.

Following the criteria of emotional response from participants towards examples in the

news, a 17.9% of respondents do not seem to engage in a particular set of feelings and more

to that, actually discard from taking it as a serious matter. Consecutively, the highest

response rate of 47.37% stated to felt anger when observing the behaviour in news, followed by 40% with shock.

What can be appreciated from figure 25, is that the majority of the respondents agree to have negative reaction to this statement.

Perception of U.S.A. on gender roles
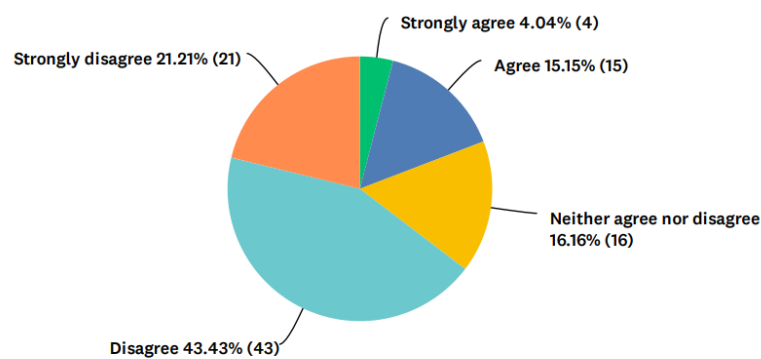
ANSWER CHOICES	RESPONSES	
Strongly agree	4.04%	4
Agree	15.15%	15
Neither agree nor disagree	16.16%	16
Disagree	43.43%	43
Strongly disagree	21.21%	21
TOTAL		99

Figure 26: Perception of U.S.A. from men on the matter towards their perception on gender roles.

What can be appreciated here is that a similar number of responses given from figure 25 who disregarded the problem as a serious matter, has a similar link to the number of responses from figure 26 when asked if U.S.A. is an issue exclusive of the female gender, being the responses for "strongly agree/ agree" with a rate of 19 replies, this can be important to recognize the lack of information and empathy around the subject to be later discussed on the next chapter.

Furthermore, 16 participants stablished their perspective as neutral on the subject, almost triplicating the number from figure 25, where only 6 participants did not see a specific problem.

Lastly, 64 respondents marked a disagreement on sexual harassment being an only gender conflict, being the greater number as demonstrated in figure 26.

Opinion of men towards how U.S.A. can affect other men

ANSWER CHOICES	RESPONSES	
Strongly agree	31.31%	31
Agree	52.53%	52
Neither agree nor disagree	11.11%	11
Disagree	5.05%	5
Strongly disagree	0.00%	0
TOTAL		99
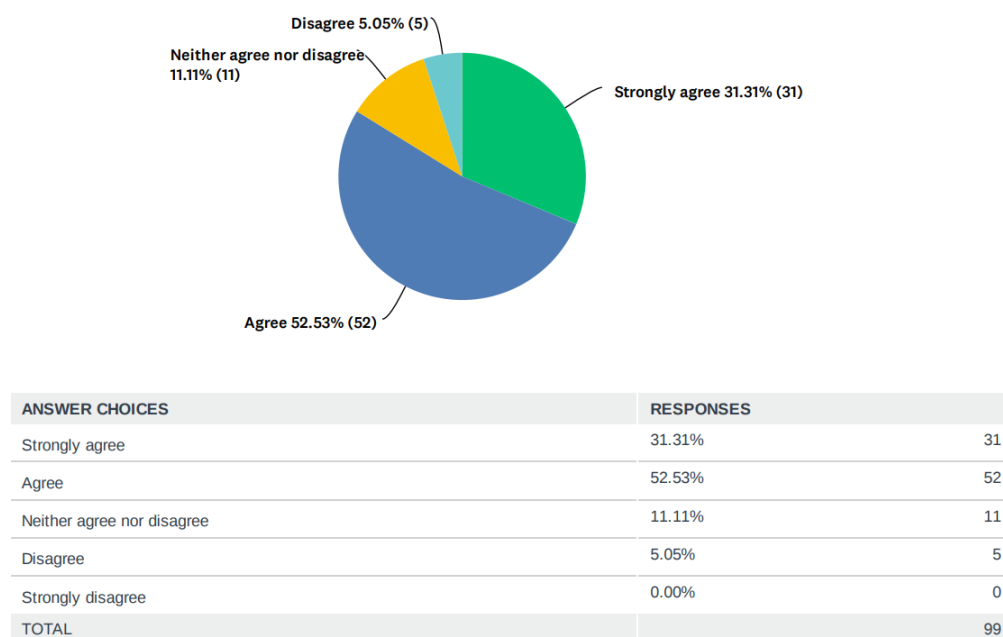
Figure 27: Opinion of men towards how U.S.A. can affect other men.

As shown in figure 27, the biggest group of respondents agreed on how U.S.A. can affect negatively men with a rate of 83.84% in contrast to only 5.05% being against this idea.

Opinion of men on potential reason for lack of awareness

ANSWER CHOICES	RESPONSES	
Fear	43.75%	42
Lack of understanding	54.17%	52
Lack of recognition	52.08%	50
Concern	16.67%	16
Do not see any problem as this can happen	8.33%	8
Total Respondents: 96		
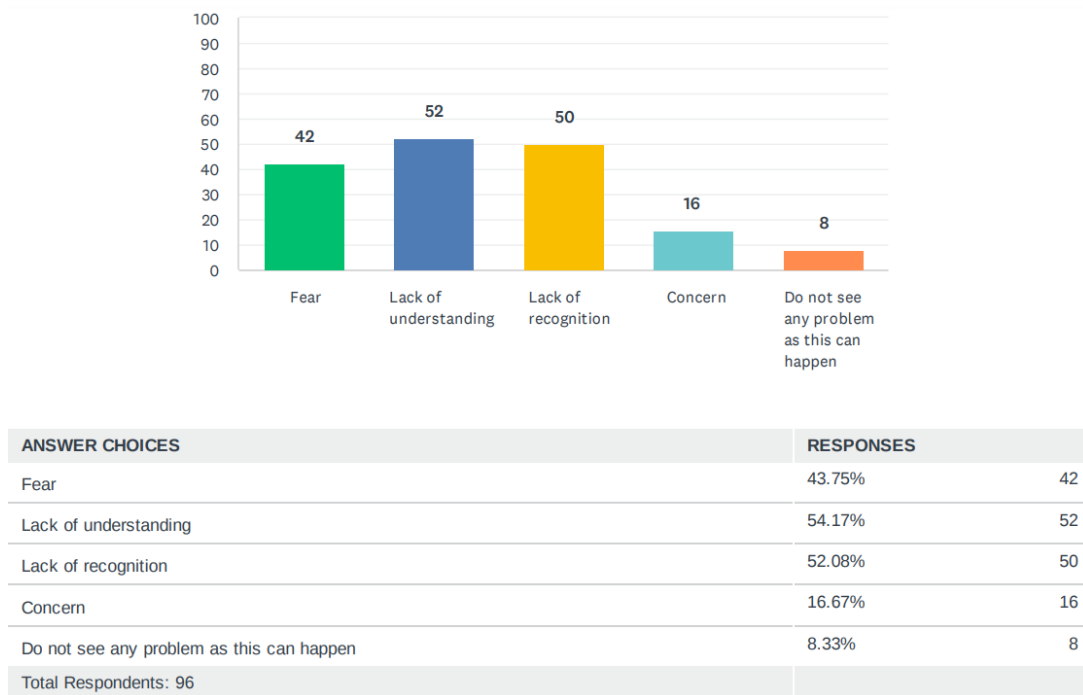
Figure 28: Opinion of men for potential reason for lack of awareness among men on U.S.A.

In this last section of the survey, participants were requested to select the possible reason of why men choose not to talk about this subject, additionally a comment section was given to explore other ideas the respondents may have. In same matter, the options given could be repeated to create a better insight on the responses, with 96 respondents taking part.

While the least option chosen was a lack of awareness on the topic. with only 8 responses underlying possible lack of empathy, several comments were mixed with opinions of "shame and humiliation from jokes among other men, embarrassment and ignorance" as reasoning behind this idea.

Meanwhile, most of the answers appointed to "fear, lack of recognition and lack of understanding" with 42, 50 and 52 responses respectively. The outcome of this criteria could explain that while most men are aware of an inappropriate conduct, is more

generalized not to talk openly about it, adopting other ways to perceive this conflict as overdramatic or just played for "jokes".

III.II Questionnaire

An interview with a professional of sexual consent took place via zoom to understand the right type of language, approach and difficulties when discussing the subject with any participant. The objective was to gather better insight on how to properly manage interaction with the respondents and be able to identify key elements when analysing the data.

Consequently, final research was designed, consisting of 11 questions based on perception of gender role in sexual harassment situations, the importance of awareness of SH at work and reflection on how society portrays this subject in media.

Taking into consideration the total respondents of the survey, a 10% of the total feedback, was interviewed through "Zoom" as main device to get in touch with the participants.

1. *In what working sector you work at the moment?*	
Participant	*Answer*
Participant A	Hospitality
Participant B	Education
Participant C	Healthcare (Office setting)
Participant D	Financial services
Participant E	Healthcare (Office setting)
Participant F	Government, Public service

Participant G	Healthcare (Office setting)
Participant H	Sales/Marketing
Participant I	Hospitality

According to "table question 1" 38% of the interviewees are currently under a healthcare setting environment, while the rest of the group is dispersed in various sectors.

2- For how long have you been working in Ireland, including previous job experience?	
Participant	Answer
Participant A	4 years
Participant B	10 years on and off
Participant C	3 years (1 year in hospitality)
Participant D	5 to 6 years
Participant E	Less than 2 years
Participant F	3 and a half years
Participant G	8 years (Experience in retail and hospitality)
Participant H	15 years
Participant I	4 years

Question 2 was required to understand the point of view from men with various ranges of years of experience, having 5 respondents with an average of less that 6 years work experience.

3- What do you think of when you listen Sexual harassment at work?	
Participant	Answer

Participant A	Given my sexual orientation, I first think of individuals of the LGBTQ+ group and in particular people of colour.
Participant B	I usually do not think of, I think am aware it happens but never seen it.
Participant C	Any inappropriate behaviour towards a colleague or costumer dependant of the job, it could be verbal, physical or anything that can make the other person feel uncomfortable or insecure.
Participant D	I just think how can affect different people worldwide and how we get trained at work on how to face it.
Participant E	First thing I can think of is women.
Participant F	I think of an existing issue, and mainly men harassing women.
Participant G	My first thought would be about women, not men. Whenever you are told about this, is about women.
Participant H	Mostly cliches that you see on tv, like the #Metoo movement or high-profile cases and in most cases, men perpetrating to women over positions of power.
Participant I	SH towards women although I am very conscious that it can also be a problem for men.

This question was raised to perceive the initial response of how participants gather their thoughts around the subject and what are the first impressions related to work.

4- *What do you think of sexual harassment of men at work? Do you think is possible?*	
Participant	Answer
Participant A	I think is possible and from my perspective and experience, I see how people, any person can be discriminated against at workplace.

Participant B	I think it can happen to anybody.
Participant C	I believe it is less noticed, or it is hardly perceived as SH given the way as we people see it more often as something we can make a laugh of. I think it happens but less serious of other types of SH.
Participant D	Yes, I think it is possible, probably to a smaller degree than women, it can happen in all sectors.
Participant E	I think is possible, yes
Participant F	I think is possible just uncommon, since men have had more structured positions of power there is a tendency to harassed than to be harassed, that is thinking of only heterosexual dynamic given a heteronormative society.
Participant G	It does happen, but never discussed, especially since the "John C. Depp, II v. Amber Laura Heard (CL-2019-2911)" case, is just never something I have come across when it comes to men. (White et al., 2020)
Participant H	I believe it takes place more than people realise and is not spoken enough about it, probably not taken very seriously as well.
Participant I	I believe it happens but it is an under-researched area, unexpected and often overlooked as we do not speak about it.

This question works as a starting point to introduce participants into a change of perspective by a gender reverse role. By the majority of responses questioning the possibility of the situation happening but acknowledging it nonetheless.

5-Do you think SH training is needed when joining a workplace? Why?	
Participant	Answer
Participant A	Yes, definitely. I believe in the majority of cases people are unaware on how to

	deal with this, is not enough to have policies but also be able to enforce it, make people understand how to report it if needed.
Participant B	My first thought is no, since people already know this stuff but now that I have said it does happen it should be part of the training.
Participant C	Yes, I think should be no matter the job, informing how to set boundaries with their colleagues and what barriers not to cross.
Participant D	Yes, I think it is needed and is good to get regular training and see the types that there are, as well with the changes that happen frequently in working sectors. I believe regular training every year is good just to update existing staff and newcomers.
Participant E	No comments
Participant F	Definitely yes, taking into consideration recent movements like the #metoo, it still seems that some people still do not have an idea of SH, if you not aware of an issue you will not be able to change it. I think in Ireland specifically, many places are still under misinformation of how SH can look like.
Participant G	Absolutely, I think people should know boundaries, respect privacy, specially on nights out where while being under the influence may think is ok.
Participant H	I think in places like organizations is probably good idea, but it depends, but in smaller companies or informal ones you will not expect to see that.
Participant I	Absolutely, is a topic we should raise awareness to properly address it, unfortunately in my experience in Hospitality is not something that you get trained at.

In this case, participants were asked to consider the importance of being provided SH training at work, this serves to analyse the insight of men combined with figure 12 from the

survey to evaluate the current technique from workplaces and the awareness of men on the

subject.

6- Is there a specific sector or workplace where you think men can come across to this scenario more often, as potential victims? Why?	
Participant	Answer
Participant A	Yes, specially in the entertainment sector (artistic fields, modelling, acting, etc..) it can be more common for men to face harassment.
Participant B	Guess maybe in places like hospitality such as bars, restaurants, etc… I cannot think of any specific place than can happen more than others.
Participant C	Yes and no, I feel it could happen in any scenario however I think is more likely when dealing with public, but I have seen from working in hospitality when dealing with customers that have drank to much and feel no shame. Now from one colleague to another I believe it can happen anywhere.
Participant D	Not necessarily, I think it can impact in all sectors not one specifically, as it comes more with the type of person. Because I am in finances, I think I have heard it more in the corporate sector.
Participant E	I do not think it can come around more in a specific place.
Participant F	I do not think so, if I have to pick a place maybe LGBTQ+ workplace scenarios since is more likely to see staff dressed in a more provocative in order to be more appealing to customers, and combined that with alcohol it can be more expected to happen.
Participant G	Maybe the logic way I think about it is as a "quid pro quo" but cannot think of a particular sector.
Participant H	I can imagine it may happen more often in the hospitality industry or typically

	female led roles environments.
Participant I	I think it could happen anywhere regardless of sector or academic background; I believe is more about someone's personal values rather that your place of work.

In this argument, respondents were asked to consider a potential working sector that may be seen as riskier for men to experience this issue; however, the responses are based on exclusive perception of men and not factual data.

7- Have you seen or remember any example of a man that experiences SH in media? Movies, books, etc.? why you think that is?	
Participant	Answer
Participant A	I can think of the "John C. Depp, II v. Amber Laura Heard (CL-2019-2911)" event thought is not finished, you can see how the woman pretended to be harassed and assaulted, when in fact shown by evidence it has actually been the opposite. (White et al., 2020)
Participant B	Nothing I can think of, guess is not represented at all in media.
Participant C	Cannot think of many examples, I am aware of the famous trial between "John C. Depp, II v. Amber Laura Heard (CL-2019-2911)", although am not sure if it is really relevant. I do think is however, if it happens it is less likely to be picked up. I think it should be taken seriously as an issue. (White et al., 2020)
Participant D	Not really, I usually try to avoid movies with serious topics, I do think there are more stories to tell from women. I think there is a stigma of how it can happen to men, maybe how men can be embarrassed to come forward or to report it, as it may not be seen as severe.
Participant E	Yes, probably through social media, I do not remember specifically the situation.

Participant F	I do not remember correctly but this actor from the "White chicks" comedy movie, has stated he has been SH and it was a big news back then. Guess is the one I know that has been shown publicly.
Participant G	Again, I can only think about the "John C. Depp, II v. Amber Laura Heard (CL-2019-2911)". I guessed is just not discussed about, specially at work, since men are seen as the ones who manipulate others. (White et al., 2020)
Participant H	I am sure I have heard of stories of actors with positions of power against their hierarchy junior's.
Participant I	Nothing, I think is just something most media choose not to publish due to a patriarchal society or even men do not want to think that they could be harassed and choose not to speak about it if it is not as a joke or even a praised to be sexually aroused.

At this point, the question focused on the perception of SH of men portrayed in media and questions the way participants have been exposed to this matter. Most of the respondents do not seem to recall any specific situation while a small percentage could only refer to trial cases or situation that had been greatly influenced by public controversy.

8- What are your impressions about the video? 8.1 - you have any opinion of this being portrayed as a comedy? 8.2- Would your impression change if in the video there were two men?	
Participant	Answer
Participant A	Clearly, they were using derogative terms and you can think how many men can experience could come across to this.
Participant B	Is hard for me to even think of SH when typical roles are reversed, it just does not make it seem as severe, even though it is, just because we are not taught or

	normalized, it seems so ridiculous that it cannot be true just because of how society is like, specially seen in a movie since is just funny.
	8.2- If it was just two men it would be just creepy, regardless is creepy.
Participant C	As it is dramatized everything is over the top, however the scenario is still inappropriate and how it is handled and immediately shut down, not willing to be listened, really not giving him the chance of explaining why is so uncomfortable.
	8.1- It kind of goes around the issue by going and saying this could never happen in real life, it is also how the audience would take it. I can see how people would see it as bad given personal experiences.
Participant D	It is an exaggerated point in the video, but I suppose in the movies is just played as funny, unlike real life sectors.
Participant E	If I was in that position, I would be uncomfortable.
	8.2- I think it could be different because I like girls and just would not expect it, it just would be strange.
Participant F	As a comedy by changing the gender roles I think is more to show the female equality and show how it may feel to be on the other side. I feel the fact it is portrayed as a comedy; it makes it easier to digest for audiences, it just would need to be well built on what it wants to show.
	8.1- No comments
	8.2- No comments
Participant G	First of there is derogatory language that made the guy feel uncomfortable and it was made a joke of it, but if the gender were reversed it would be a completely different thing.

	8.1- I guess if the roles were reversed the would be a lot of objections on to why is this shown. But no

8.2- I guess it would be unexpected, I never thought of the idea of a man harassing another man. Again, society expects for a man harassing a woman not otherwise, much less a man to another man. |
| Participant H | It is just an extreme funny unusual example for it to happen.

8.1- I do think everything should be able to be laugh about, I believe there is nothing off-limits from comedy, no issue.

8.2- I think it would probably be funnier. I do not think it would be a massive change whether is a man or a woman in that situation. |
| Participant I | Well, is an overdramatized movie joke, I would think even many men would like to be in the same position of being aroused.

8.2- Never thought about that to be honest, I do not think I would laugh, guess in the end it just comes to human beings and should respect everyone and their decisions. I think it begins with core personal values. |

Following the perception of media, the respondents were shown a one-minute frame video of a popular comedy movie "Horrible Bosses", in this scenario a woman in the position of the employer and a man as an employee have a discussion about boundaries in the workplace while SH from part of the woman takes place in a satire matter. Participants were asked to pay attention to language and body expressions and discuss their impressions about it.

In this case, two extra questions were brought up by questioning the situation as a comedy genre and how would the situation be like if genders were either reverse or shown two men instead.

9-What do you think may be a reason we often do not hear of SH of men?	
Participant	Answer
Participant A	I think because it is the opposite of what people think commonly when speaking of SH, I do think is more frequent that we imagine but is not talked due to toxic masculinity. As if men were to speak about this, men would be afraid of others would question their sexuality or so and just prefer to keep it quiet.
Participant B	I can imagine it happens a lot more to women specially and it may be under-reported as well speaking of men.
Participant C	It is often laugh at, even the person being targeted of SH could make it feel less serious than it is, or whether how society views it "a man cannot be SH", or "if this person is getting this special attention they should be honoured", the whole thing makes it look that when it happens is just so unusual that, the victims, are the ones having an issue for something that others might not.
Participant D	I guess there is a stigma for men to go forward as they find it embarrassing, ashamed as it is not the norm and we do not see it as much in the media.
Participant E	I think because nobody wants to talk about this, as a society is not common to see men in these situations or see them suffer. Given my culture and where I grew up, in my culture is not common to speak about any of this, maybe is why I think like this.

Participant F	I think it does not happen as much and is not a big problem in society, it is a problem but since the dynamic of power is not usually for men being harassed it just not shown. I believed that to be the main reason, considering that violence against women is a bigger problem it takes over of how we see or expect of men, as it would be difficult for it to happen. In my culture, you would never see a woman catcalling a guy but you would see the opposite quite frequently.
Participant G	I do not think there is enough education out there as well as they might be scared, they would think they might be seen as week. Maybe even belittled for it.
Participant H	I think people have less sympathy for it, people are less likely to report it. Everything compounds for people to make it less seriously. I would say is just not a story that has ever been told as much for being uncommon. It would not make it look to be very manly to be in that situation.
Participant I	We still are new in many different processes such as of respecting homosexuality and it will be a long way until we can address topics like this.

Most respondents came with the opinion of a lack of representation due to uncommon and scattered cases of men being the victims, in addition, the representation of how men are portrayed and expectation by society also came as a frequent response.

10- Is there anything you think is important to think of or speak about if we are talking about SH of men?	
Participant	Answer
Participant A	I think is important to be sensitive about the subject and it is also to make it more common to speak up and normalize it, to be able to speak of it. I see people go through many things in the workplace but people do not report it out of concern, what would people think of them.

Participant B	I think people should be aware of what it really is, people do not understand even we have heard of SH, just more education about the topic.
Participant C	It could happen at work and anywhere, I do not think people really, even myself probably would have not realised somethings classify as SH, so a discussion should be taken about it. How people communicate whether it be physical or verbal.
Participant D	I do think is should be treated on both genders not specifically to one, on regular bases and it should not be presented with shame and should be reported.
Participant E	If we could get some kind of talk about the issue, we can know more about this and be better prepared and potentially help someone who has suffered this.
Participant F	At the end of the day, it is SH and it is just not right, so it is important to say that men can also be SH.
Participant G	First off, it can happen to men, and it needs to be discussed at work in training.
Participant H	Suppose the only way to deal with it is just to talk about it more. Everyone should be able to speak out.
Participant I	I believe in respecting everyone should be the most important thing.

On this matter, most of the answers pointed out that this situation should be spoken about as a normal occurrence instead of separate and unexpected cases.

11- Is there any other opinion you want to mention?	
Participant	Answer
Participant A	I think people should normalise talking about men being harassed, because it can make it hard for people to expose the situation.
Participant B	No comments.

Participant C	I think it has been a good opportunity for me to talk about this or be more aware to come forward if I come to this.
Participant D	I guess is interesting to see how specifically men get impacted by this topic and raise awareness.
Participant E	No comments.
Participant F	Again, I think it can happen and we need training of what SH to prevent any type of harassment. I think it should be discussed, just because some problematics are more frequent to a gender and some problems seems to be more urgent is hard to balance it out.
Participant G	Before this, the idea of men being SH never crossed my mind, especially the one of a man potentially harassing another man. It has got me thinking about it.
Participant H	I think is good to raise awareness about the topic.
Participant I	As a society there should be more discussion about this. Raising awareness to no specific gender or orientations.

Lastly, participants were given the option to gather any last thoughts, comments or reflection after the interview. Although some respondents had not specific comments about it, most answers displayed interest and more awareness around how the subject is handled at work and media.

Chapter 4: Data analysis and Findings

IV.I Survey findings

This stage will take a deeper analysis on the collected data obtain from the survey answered by 101 participants. The feedback will display any potential relation or differences between the participants given factors such as gender, age and perception of the subject among other significant elements to considerate.

From the 101 respondents that took part in the survey, only one did not fully comply with the requirements (being underage), therefore the responses were taken out from the analysis leaving only a 100 participants total, from which 69% of the participants were based in Dublin and 59% of them were Irish citizens. In same manner, the biggest field group of workers are shown to belong in the hospitality sector (Retail, entertainment and customer service) with 37% of the respondents, a 18% in healthcare and 16% in science and technology.

Following the examination of the data by a combination of frequency tables with the researcher interpretation gathered from elements from "Chapter 1: Literature review", a logical and objective study has been taken on the quantitative and qualitative evaluations.

IV.I.II Men at work findings

There was a large difference in regards to the responses from working men who state to have knowledge of anti-bullying/sexual harassment policies at work, 63% confirmed being knowledgeable, 29% stated that did not know any policies and a last 8% presented uncertainty on if their workplace had it.

In addition, 16 of the respondents described experiencing sexual harassment as shown below in figure 29.

Key			Q7		
Count Percent of total Row percentage Column percentage			Have you ever experienced unwanted sexual attention (U.S.A.) in the workplace or at a work-related event?		
			Yes	No	Total
Q8 Did you experience any of these unwanted sexual attentions (U.S.A.), while employed in Ireland? (Please select all the checkboxes that applies in case of more than 1 answer)	Verbal (i.e. unwanted comments of a sexual nature)		13 37.14% 81.25% 81.25%	3 8.57% 18.75% 30%	16
	Physical harassment (i.e. touching)		4 11.43% 100% 25%	0 0% 0% 0%	4
	Non-verbal (i.e. lewd gestures, indecent exposure, catcalling such as whistling)		8 22.86% 53.33% 50%	7 20% 46.67% 70%	15

Figure 29: Cross-tabulation from men recognising having experienced U.S.A. at work with respondents selecting the type(s) of SH endured.

However, there were minor differences between the total amount respondents who declared to have endured SH, and the total amount of people who denied being sexually harassed and yet experienced some of these situations. Figure 29, can help to demonstrate how perception may come as a significant way this is accepted in the workplace but often disregarded. Meanwhile only 16 participants who reported having faced SH, often experienced more than one type, commonly between non-verbal and verbal misconducts, rarely escalating to physical instances. 10 extra responses were given from participants who asserted having experienced only one type of misconduct, often being non-verbal with 7 responses and 3 verbal, yet deny to consider this as SH. From this, it can be presumed that unless the situation presents itself in more than one occasion or increases in a gradual way, it is only seen as a common matter in the workplace from a male perspective.

Q9
Please select the gender(s) of the person/people who executed such action. (Please select all the ones that apply in case of more than 1 answer)

Q10
What role did this person/these people have in your workplace? (Please select all the checkboxes that applies in case of more than 1 answer)

		Female	Male	Total	Colleague	Supervisor	Manager	Total
Q7 Have you ever experienced unwanted sexual attention (U.S.A.) in the workplace or at a work-related event?	Yes	7 28% 43.75% 70%	10 40% 62.5% 55.56%	16	7 33.33% 53.85% 46.67%	6 28.57% 46.15% 100%	4 19.05% 30.77% 100%	13
	No	3 12% 33.33% 30%	8 32% 88.89% 44.44%	9	8 38.1% 100% 53.33%	0 0% 0% 0%	0 0% 0% 0%	8

Figure 30: Cross-tabulation from men recognising having experienced U.S.A. at work with gender and work position from their offender.

In addition of the statements given, most of the respondents who have stated not to have experienced U.S.A. has come exclusively from colleagues or others (customers in Hospitality sector) with a mixture of verbal at 30% of the times and non-verbal misconduct being the most common with a 70% of recurrences, yet in contrast to the respondents who reported the experience, there is significant representation of more instances of diverse types of U.S.A. coming from different ranges in the organization, specifically colleagues, supervisors and less frequent managers involved, however, when analysing the types of misconduct from higher roles in the organization as shown in figure 31, the types of harassment can be seen to be present in most of the categories rather than exclusively in a non-verbal situation.

	Supervisor	Manager
Verbal (i.e. unwanted comments of a sexual nature)	6 23.08% 66.67% 100%	4 15.38% 44.44% 100%
Physical harassment (i.e. touching)	2 7.69% 66.67% 33.33%	2 7.69% 66.67% 50%
Non-verbal (i.e. lewd gestures, indecent exposure, catcalling such as whistling)	3 11.54% 60% 50%	3 11.54% 60% 75%

In this section is also relevant to indicate that in most circumstances there is a 58.82% rate of male offenders and only 41.18% from females.

Moreover, the resolution approach that respondents took towards the matter can be seen in figure 18, which for the most part the ones who did not fully acknowledge the situation only spoke about it with other colleagues, whereas the data of the ones recognizing the incident is more disperse as shown in figure 32.
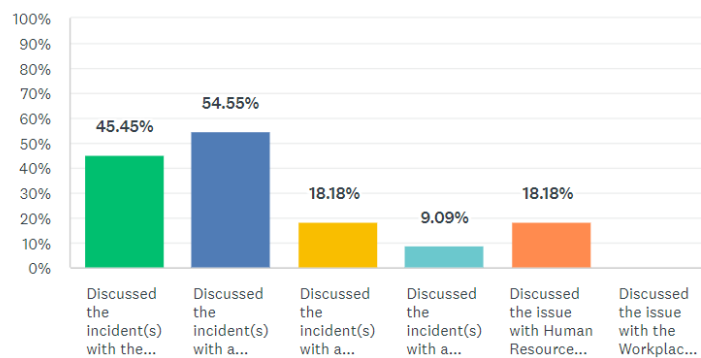
ANSWER CHOICES		RESPONSES	
▾ Discussed the incident(s) with the person/people involved in the incident		45.45%	5
▾ Discussed the incident(s) with a colleague		54.55%	6
▾ Discussed the incident(s) with a supervisor		18.18%	2
▾ Discussed the incident(s) with a manager		9.09%	1
▾ Discussed the issue with Human Resources (HR)		18.18%	2
▾ Discussed the issue with the Workplace Relations Commission (WRC)		0.00%	0
Total Respondents: 11			

Figure 32: Graphic taken from the reaction of participants at work after acknowledging the incident.

The data shows that most respondents choose to share the experience with colleagues 54.55%, slightly followed up by speaking it directly with the person involved in the incident 45.45%, however, taking a more serious approach and reporting the incident to a higher role in the company appears to be less frequent as it decreases from supervisor to the WRC. It is also important to note after the analysis of the individual data of respondents that

underwent U.S.A. from supervisors and/or managers, shows a more disperse range of reactions on how they engage to face the conflict, as shown in figure 33.

Figure 33: Reaction of respondents to discuss the incident when the offender is in a Supervisor/Manager position.

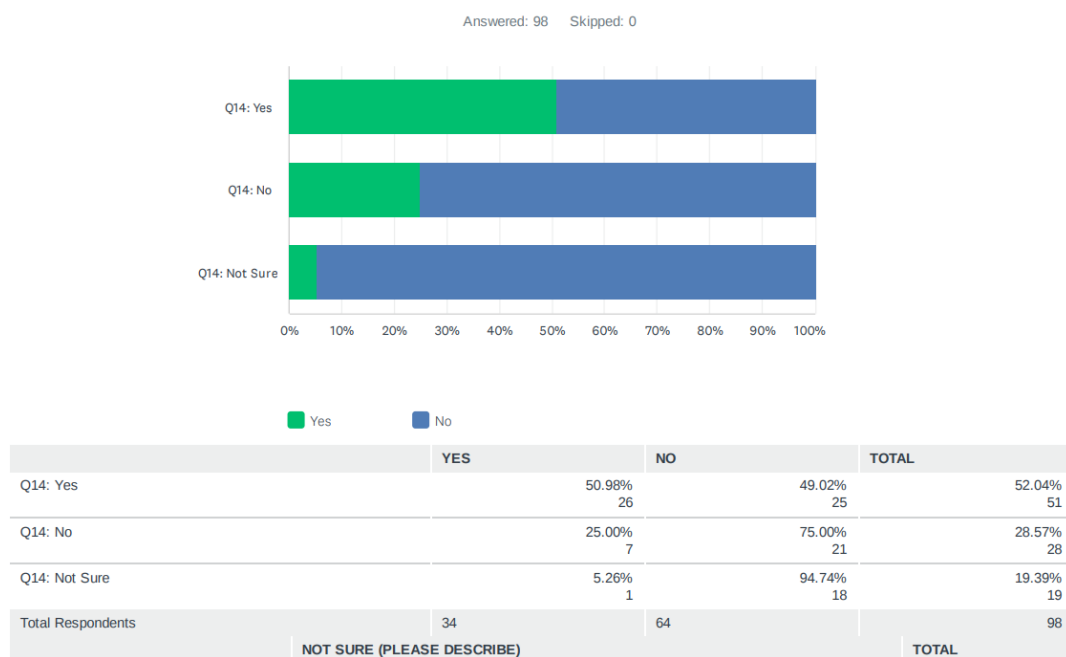| Reaction at Work	Supervisor	Manager
Did not do anything. Kept silence	3	1
Discussed the incident(s) with the person/people involved in the incident	1	2
Discussed the incident(s) with a colleague	1	2
Discussed the incident(s) with a supervisor	1	0
Discussed the incident(s) with a manager	0	1
Discussed the issue with Human Resources (HR)	1	1
Discussed the issue with the Workplace Relations Commission (WRC)	0	0
Total Respondents Cases	6	4

From these criteria, we can see that the dynamic of resolution changes drastically from the type of role that the offender has in the organization. As seen in figure 32, whenever a supervisor displays these actions, the respondent chose to avoid confrontation more often and rarely reach out for to other members of the organization. Meanwhile, whenever a manager is pointed to be presenting this misconduct, most of the data presented a direct discussion with the persons involved and talking out with colleagues, however, only one in four disclosed the case with HR.

IV.I.III Legal knowledge findings.

In addition of work policies that participants have been exposed for being employed in Ireland in their respective workplace as shown from figure 13. Figure 22 and 23 is mean to show the level of consciousness working men have of entities and legal principles that advice and provide support in these situations.

Thus, a comparative graph is presented from figures 22 and 23 to collect better insight on how well informed are the participants.

Consciousness from participants towards legal policies and support institutions

Answered: 98   Skipped: 0

	YES	NO	TOTAL
Q14: Yes	50.98% 26	49.02% 25	52.04% 51
Q14: No	25.00% 7	75.00% 21	28.57% 28
Q14: Not Sure	5.26% 1	94.74% 18	19.39% 19
Total Respondents	34	64	98
	NOT SURE (PLEASE DESCRIBE)		TOTAL

Figure 34: Comparison chart of consciousness from participants towards legal policies and support institutions.

The survey initially found through figure 22, that a total of 51 respondents declared to be knowledgeable about current laws anti-harassment or anti-discriminatory yet only 26 of the participants could recall an organization that also provided support in those situations. In same mater, 28 answers from participants who stated not being able to think of a specific law in effect, a minimum of 7 respondents manage to identify institutions, unfortunately

this leaves a total of 21 candidates who could not mention both laws in effect nor any type of establishment.

Finally, out of the 19 answers that show uncertain familiarity with the kinds of law involved in Ireland, a single individual could refer to a support group that offers assistance.

IV.I.IV Social perception findings

In the last part of the survey, the intention was for the participants to gradually move from the personal experiences and informed data, onto personal impressions of how social perception and bias are a factor to how SH of men is mostly interpreted.

Emotional Response	Yes, via the Media	%	Yes, via people I know personally	%2	Yes, Both	%3
Stressed	4	15%	3	27%	1	13%
Overwhelmed	4	15%	3	27%	0	0%
Anger	14	52%	4	36%	3	38%
Shock	13	48%	7	64%	2	25%
Demotivated	2	7%	2	18%	3	38%
Do not see any problem as this can happen	0	0%	1	9%	0	0%
Non-specific feelings	1	4%	0	0%	1	13%
Total respondents	27	100%	11	100%	8	100%

The findings indicate that respondents who have witnessed incidents portrayed in media commonly express anger 52% and shock 48% over any other emotion, meanwhile, in regards of participants who have had been introduced to this through a close relationship, respond with shock 64% and moderately lower rates of anger 36% while increasing the sense of feeling of overwhelm and stress with 27% each, this can potentially be triggered by a sense of personal approach to the conflict due to a relationship with the victim, instead of merely playing the role of a witness by simply observing through the news or television.

Emotional Response	No	%
Stressed	6	11.32%
Overwhelmed	5	9.43%
Anger	24	45.28%
Shock	16	30.19%
Demotivated	11	20.75%
Do not see any problem as this can happen	5	9.43%
Non-specific feelings	9	16.98%
Total respondents	53	100%

On the other hand, the relation that comes from participants who appear not to have any recollection of memories towards a situation of SH of men at work also seem to stand out with an emotional response of anger 45.28%, although in this occurrence, responses like "Non-specific feelings" or "lack of recognizing a problem" come more frequent with 16.98% and 9.43% respectively, as exposed in the table above.

Subsequently, the follow up questions provided a better insight of how men perceive the situation on a gender role basis and the surrounding expectations that come with it, by asking on what level recognize and associate the position of another men experiencing SH at work.

In this regard 19.09% considered that these events are exclusive of the female gender even though they also recognize that the reason is not often spoken about might be due to a lack of understanding. 16% remain neutral while expressing the situation could be misunderstood as there is no proper order of recognition for it to happen as well as fear from the ones who have suffered it.

Lastly, a 64.65% affirmed that these circumstances are not exclusive to the opposite sex but can happen to men as well, supported primarily with the idea that is not well received when someone experiences U.S.A. as there might be a sense of embarrassment, fear, misconceptions, humiliation from men and again, lack of recognition anywhere.

IV.V Designed Individual Interviews findings.

In contrast to the previous data collected from the survey, this interview was launched to collect a better insight into the participants perception and work as a starting point to transform the general concepts of the respondents around the topic. Additionally, the initial dynamic involved a focus group as a set for discussion between participants, however, this was later discarded after the meeting with a professional on sexual consent workshops after explaining the challenges of engagement from a general audience would only be seen more difficult when targeting an only male audience, on top of that the general discussion could potentially be influenced by the most popular opinion around the table, meaning that some participants would refuse to share their thoughts or even disguise their real beliefs by peer pressure.

Therefore, an open invitation was set through virtual venues to collect participants, where a small fraction chose to engage in the interview, in same manner, all candidates where fully informed about the purpose of the interview, the voluntariness and confidentiality.

While initially 11 participants were to engage in this dynamic, one opted to refrain himself from taking part on the research and another one was set aside to be considered as part of a "pilot interview", which allowed for the researcher to see the accuracy of the questions and the feedback from this participant on how the questions made them feel or how it was interpreted, this in order to re-structure or rephrase any of them in case to make it simpler for everyone to understand, as the subject itself may be an uncommon topic to discuss among men, as data shows in figure 24, the questions were intended to be direct and as short as possible as Douglas Stone explains in order to get better results in the book *"Difficult conversations."* (Stone, Patton and Heen, 2010).

Question	Most frequent concepts from participants	Most infrequent concepts from participants
Q3- Thoughts of SH at work	- Inappropriate behaviour. - Women being harassed.	- People in the LGBTQ+ or people of colour. - Media presence around the topic.
Q4-Thoughts of SH of men at work	- Possible but uncommon. - Not as common as men harassing women. - It can happen to anybody. - Often overlooked	- Less serious than other types of SH. - John C. Depp, II v. Amber Laura Heard trial case.

The questions above were asked to the candidates in order to observe their initial reaction when reflecting of the subject, while most of the participants responded at the beginning with a small level of scepticism shown on their body language when considering if men where SH at work, most opted for acknowledging the possibility but did not comment further on it. Meanwhile, just a couple of them showed a different response on question 3 and 4, based on ethnic groups and sexuality rather than gender. While in question 4, an on-going legal case was mentioned to reference a double standard or disregarded in terms of urgency compared to women experiences.

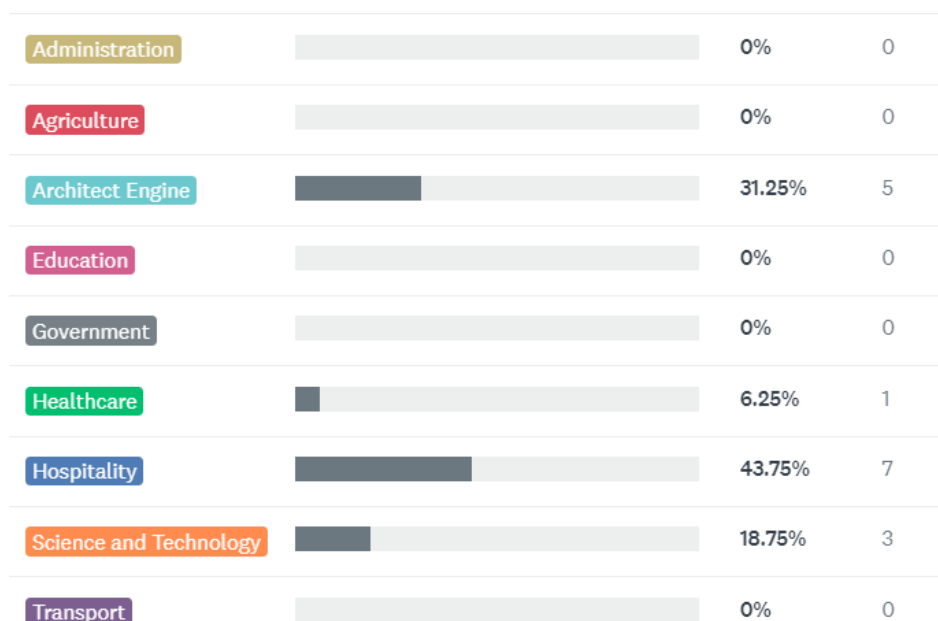| Question	Most frequent concepts from participants	Most infrequent concepts from participants
Q5- SH training at a workplace	- Supporting the idea of training. - Stablish limits and policies. - Raise awareness in trainings.	Lack of certainty to be able to achieve that in all working sectors and types of organization.

Q6-working sector of potential male victims of SH	• Hospitality • Any working sector.	• Entertainment sector. • Corporate sector. • LGBTQ+ working sectors. • Quid pro quo based

Follow up the data, the majority of respondents agreed on the importance of getting trained in sexual consent at the workplace with the emphasis on the policies of the organization as well as raising awareness of what constitutes sexual harassment and how anyone could experience it, on the other hand the idea of the lack of training also came up as many of the participants working under the "Hospitality" sector mention not getting such training or discussion policies, lastly one participant mention that while the concept of a workshop or training manual would be relevant it seems hard to achieve in all organisation.

Coming next in question 6, respondents were asked to consider a workplace where they could think these situations could happen more frequently to men, and while some participants agreed on the idea that it could occur anywhere, it can be more predominant in the hospitality sector when dealing with many different people. In addition, the answers given by most respondents were also scattered by mentioning different sector that constitute corporate, entertainment and LGBTQ+ sectors.

What is more, once comparing the responses from the contestants from the interview with the results taken form the survey, figure 12 and 14, by separating the cases where the respondents recognized being SH at work. We can come to the conclusion that in fact the hospitality sector appears to be the field where more cases come up with a 43.75% rate with a mixture of cases involving all types of SH, followed by the Architect and Engine field 31.25% with mostly verbal types of harassment. Figure 35.

Comparison between working sectors and sexually harassed reports

Sector	Percentage	Count
Administration	0%	0
Agriculture	0%	0
Architect Engine	31.25%	5
Education	0%	0
Government	0%	0
Healthcare	6.25%	1
Hospitality	43.75%	7
Science and Technology	18.75%	3
Transport	0%	0

Figure 35: Comparison between sexually harassed workers and their working sector.

Question	Most frequent concepts from participants	Most infrequent concepts from participants
Q7- SH of men in media. **Q7.1- Why you think that is (if respondent cannot provide an answer to Q7)**	• John C. Depp, II v. Amber Laura Heard trial case. • #Metoo movement • No comments. • No comments	• Media actively denies the exemplification of this issue. • Stigmas of men. • Made for jokes. • Avoidance of the subject.
Q8-Impressions on the video.	• Overdramatized and exaggerated. • Based on gender roles reversed. • Diminishing the victim	• It should not be laugh at. • Creepy.

	opinion. • Funny.	
Q8.1- Impressions **of a comedy.**	• Funny and exaggerated • Not seen as serious • Could not happen in real life	• Uncomfortable • Portrayed for gender equality. • No issues as long as it is a comedy.
Q8.2-Same sex **gender role.**	• No comments • Unexpected and never thought about it	• Think it could be funnier to watch. • Disgust

In regards of questions 7 and 8 respectively, most respondents found it hard to reference any kind of examples or explain why may be a lack of them of SH of working men in media, being brought up a case trial of "John C. Depp, II v. Amber Laura Heard" and the mention of Terry Crews involvement as a victim at work in the entertainment field followed by comments of "not seen as important or be seen as a stigma of men". Subsequently, a video was played of an overdramatized version of sexual harassment of men at work. The video serves a couple of purposes.

1- By demonstrating how the subject is usually framed in media as comedy.

2- To ask the participants their perception of gender roles reversed and the premise of a comedy.

3- To portray an example of same sex gender in the same situation.

Under the first point, respondents show almost no empathize, as it is expected in a comedy most responses categorized the situation as "funny" even though the statement was morally wrong.

Secondly, the overall response when asked how the reaction would look like if the gender roles of the employee and the employer were change to a woman and a man respectively, changed to concern and contestants show empathy for the victim in that scenario, concerned that it would be seen as a comedy.

Lastly, asking the participants on their perception of the same scenario if there were two men, regardless of their sexuality, in that situation; the responses were rather mixed with a negative connotation, showing confusion or disgust, some contestants chose not to comment as they said they never thought of the possibility since their sexuality as heterosexual did not make them think that was ever a possibility.

Question	Most common concepts from participants	Most uncommon concepts from participants
Q9- Reason of why we do not hear SH of men.	• Toxic masculinity makes not disclose the issue or question the victim's sexuality. • Seen less serious than it actually is. • Stigma of culture on the perception of men.	• This problem falls more on the acceptance and respect on sexuality of different people.
Q10- Comments on what/why is important if speaking of SH of men.	• Normalize the situation • Raise awareness	

Consecutively, men's perception based on this research both the Survey and the interview, have the concept of "men's culture" as a reason for not to display this topic in public, in other words, the general idea of how someone would be perceived like in society by men, is the main reason on why it is not spoken about.

"…In my opinion it's a lot harder for a man to ask for help due to negative stigma around male sexual abuse victims" (BURKE et al., 2020)

Chapter 5: Discussion

V.I Introduction

During this chapter, all the data and analysis that has been cited in previous phases, including the literature, data collected, theories and findings will be set under a scope of discussion to present better insights from the research.

Therefore, the structure in which this chapter is distributed will follow the next elements.

1- Discussing the participants responses from the working sectors which were presented, by the parameters, in the survey as a significant recurrence in this fields and the organizational elements of them. In same manner, comparing it to the data gathered by respondents in individual interviews.

2- Connecting the data to the interpretation of power in the working sectors by narrowing down the conflict and contrasting a diverse perception of awareness in each field, at the same time, taking into consideration the experience and advice from the interview towards a professional in sexual consent workshops as matter to prevent future misunderstandings.

3- The interpretation social media has on the matter to judge and understand the conflict in a pattern that has being created by it, while analyzing the beliefs displayed of the participants on the individual interviews and transforming the individual patterns into awareness.

V.II Vulnerability in sectors and their social context

The starting point to understand the most vulnerable working sectors where men can face this issue more often than other working fields, can be attain from the general viewpoint of

other working men, this however, by no means necessarily determine an absolute valor to disregard other areas as potential areas of research. Nevertheless, it can help to start a better approach to provide educational training on what can be constituted as reasonable behavior and the limits of work boundaries.

In same matter, the research survey was sent to the public audience in order to collect the biggest amount of data possible, where candidates were asked to state their workplace and subsequently if they had faced any kind o SH. This led to observe that the biggest number of incidents, as previously shown in figure 34, comes from the "Hospitality sector", in order to be more specific to the types of work that this is composed by, the initial breakdown was gathered through individual analysis from a range of retail workers, food and drinks area, hosting and ultimately beauty and customer service.

While comparing the notes from the individual interviews in the last part of the data collection part, most contestants argued that it may be possible for workers in the hospitality industry to experience this cases since working with people can become volatile depending on their specific sector, in other words, as the hospitality field constitutes from a large range of categories, different scenarios could be possible, such as the connection with intoxicating substances could imply the involvement of customers or a higher dominated gender workforce could take cross-sex SH.

In relation to this, some of the answers showed an unequal number of respondents that acknowledge experienced U.S.A. with the types of SH that participants had come across, a similar case took place in the research *"Gender Discrimination and SH: experienced by Hospitality-Industry Managers, 1994"*, only that in that scenario, men who answered a different type of SH at work could not provide an additional response that selecting "other"

in their survey (Woods and Kavanaugh, 1994). In this case, the discrepancy comes from the possibility of men not considering some of the incidents as SH, but being able to identify in the chart of sexual harassment types as one. In retrospect, a possible better way to rephrase question N.7 from the survey, would be to allow the participants to mark a third option of "not sure" or "other" in order to explain and get more quantifiable data.

As already mentioned, the discrepancy could have taken place since the most accepted opinion among men comes from a "sexist humor", which explains that as long as there is laugh involved, it should not be taken seriously (Thomae and Pina, 2015), this can help to explain how the main type of harassment comes in a verbal form with 61.54% of the cases a man experience.

Verbal sexual harassment comes into three different forms most of the time (Lee, 2000).

1- **Implying sexual connotations with the victim.**	Often seen in dynamics of same or similar sexuality types between the individuals.
2- **Implying sexual connotation to the opposite sex.**	Making sexual commentary about other's which may come as uncomfortable to the other person involved and the victim.
3- **Directly offend the victim in order to emasculate them.**	Directly degrade the other person position, status or sexuality by disrespecting with any kind of vulgar sexual commentary in a direct or indirect way.

Consecutively, the second biggest group with a high rate of 31.28% of inappropriate behavior as presented in the survey, is "Architect and Engine" where 3 out of 5 times the offender took the role of a superior in command in the company's organogram as well as being the same sex gender. By taking a deeper look into the individual feedback from the

participants, the respective working areas come from construction, electrician, engineering and logistics.

Even though, this research did not consider the approach of sexuality in the initial investigation, same sex harassment for men has shown to be more frequent in Ireland than anticipated, and the concept of sexuality between victim and offender is not explored in this study, not to be misunderstood that the idea between same sex harassment between men is exclusive on sexuality, nevertheless a deeper investigation is needed in order to determine more critical results.

On the other side, the efficiency and safety from a correct behavior and support of all employees remains in the organization, regardless of sexuality, work position or working field. In case of hospitality, the range of work comes too abroad and it cannot be categorized all in one group, therefore the problematic in this sector could come as different from an office company and yet a situation of awareness can still potentially improve on prevent more cases to go uncovered or provide the correct course of action to better resolution for the victim, the workplace and even the offender.

V.III The dynamics on a personal level and conflict awareness workshop

By narrowing down the social aspect of conflict in which most men perception fall under, combined with the norms of the organization, the dynamic of boundaries appears to not be an accessible way to standardize the responses of every participant.

Nonetheless, since most of the cases that have been brough up in this research show to be primarily in Hospitality sector, the next table has been taken from the survey,

#	Hospitality	County	Nationality	Nationality %	Age range

1	Shop	Carlow	Irish		18-25
2	Food & Drinks	Meath	Irish		18-25
3	Beauty	Limerick	Irish	43%	18-25
4	Customer Service	Dublin	Latin American		26-30
5	Hosting	Dublin	Latin American	29%	31-34
6	Food & Drinks	Dublin	Brazilian		31-34
7	Retail	Dublin	Brazilian	29%	31-34

The table shows a rate of 43%, between workers within the 18-25 age group, have experienced SH in counties outside the capital where the population of local workers is dominant, on the other hand, the only responses from the hospitality sector who have acknowledge to have dealt with SH at work comes from a 58% of Latin America and Brazilian nationalities altogether, this can be related to the 2019 study in America *"Discrimination, Sexual Harassment, and the Impact of Workplace Power"* which described that *[…racial/ethnic (non-white) individuals, along with women, younger workers are more likely to experience sexual harassment*]. (Roscigno, 2019)

This phenomenon can actually be linked to the social expectation from the hospitality sector in which many establishments purposely encourage the idea of hiring "attractive or exotic looking individuals" by over-accommodating the guest in order to receive good reviews, in the same manner to accept these kinds of incidents, VSH mainly, as compliments instead of abuse. (Castillo, Muscarella and Szuchman, 2011)

Altogether, the dynamic of power in the workplace affects the most vulnerable sectors such as younger in age employees or a different ethnicity worker more often than others. Nevertheless, the hierarchy in the organization of any company, whether this is a small or a large business, should considerate to inform their employees to avoid potential conflicts, event though, most of the respondents do appear to actually have knowledge on policies or a company and governmental level as figure 13 and 22 show, which can be interpreted as a

way people understand the policies and legal aspects on a superficial level yet fail to perceive boundaries.

In this matter, as taken from the personal opinion of men in the last phase of the collection data research "the individual interview", 77% of the respondents pointed out the importance and benefits on how a guidance and or training in this matter would be greater beneficial in the workplace to understand commonly mistaken concepts for all genders. The other 23% remaining, did acknowledge the benefits of how it would be favorable to get this information but seemed rather skeptical on how it would be offered, making comments as "people already know this stuff but on second thought, maybe it should be part of training" or "I would say that maybe in the organization could be a good idea, I imagine in smaller companies that are more informally run, you would not have that", these responses offer a different view on how it can potentially be harder to approach all sectors with a "all-in-one" type of workshop.

"A lot of people do believe that a consent workshop is teaching about yes and no. So, they think they already know what it is." Kelly Rennick explains in the second phase of the research collection data. This is only one part of the whole misconception on what a workshop about this topic can be or mean like.

Based on the last two statements taken from some of the answers found by the perception of men as well as the finding from the survey and the expertise of Kelly Rennick, a professional experienced in sexual consent workshops, the next table has been made in order to asses the biggest concepts that men tend to follow and how the workshop could help disprove those statements.

Workshop concepts for a workplace training.	
Common interpretation of working men in Ireland	*Professional Workshop interpretation*
A workshop in this area is taken by people who do not know boundaries, and I do not need that.	It is an open training opportunity to communicate in a healthy positive way on boundaries. A human interaction training that serves for awareness in the topic and not to be confused with counselling.
Most people already know about this stuff.	A broader workshop would imply taking the doubts and misinterpretation from people and be able to work from there, in this way, a better communication can be achieved among most individuals.
Nobody wants to talk about this, as a society is not common to see men in these situations or see them suffer.	By sharing statistics of what really happens in Ireland can help for participants to empathize, since most people do really not look out for this type of conversations.
Men do not need help; it would not make it look to be very manly to be in that situation.	Explain Bystander intervention, not necessarily to be a hero but there are ways to recognize when someone is in an uncomfortable situation and turn the situation onto a different way.
Men would not understand or accept the idea of the possibility of a man being harassed.	Realistically, most men often think there would not be acceptance from other men when in reality by talking in a safe space, most people, men also, think and view in a similar way and are open to other's experiences.

Men are not portrayed to have these issues in media because it just does not happen or it is not as important.	Because of society often portrays men in media as the base of a "joke" or played as a "bad guy", when talking about this, is expected to have men seeing workshops of this topic as getting hurt and lacking of understanding.
	Since media is the main influence of opinion It is useful to share statistics and run research.

The workshop technique may be a potential tool in order to instruct the employees to raise awareness in the workplace and to be able to identify healthy boundaries in the organization and with colleagues, as this would be only beneficial to change the concept that men can also be harassed, never in order to supress the situation of the opposite sex, but to state that as a possibility it should also be address.

Despite the fact that a greater transformation could be achieved with an individual approach for the participants (Blazina and Marks, 2001), there is the limitations that a company or workforce can come across, since the end goal with the proposal of implementing a workshop as an inductive procedure when joining an organization is hard to achieve for every work sector and industry, there should be at least a trained person who can handle disclosure of the subject and have knowledge on how to deal with this type of issues, as the belief for many employees when facing a SH scenario is the loss of their job, there shall always be a trained person who can guide or inform someone else.

Ultimately, the outcomes for a workshop on an individual level in the organization can come across as potentially beneficial for the participants, making them engage more freely into more healthy conversations and understandings of work ethics (Silke, Macneela and

O'higgins, 2017), what is more, on an organizational lever could potentially decrease the incidents.

V.IV The influence of media in men and breaking the pattern

Is it gender equality? A derogative way to punish a patriarchal society? Or inability to change current standards towards progress?

Throughout Chapter 1, a is presented the weight that media portrays sexual harassment of men and how it often comes in the way of jokes in the entertainment industry, what is more, the effect has come clearer on how the audiences that follow this trend appear to have developed mixed ideas of how sexual harassment comes to play different roles depending on the gender of the victim.

The way this was tested was through the phase three of the collection data by gathering participants into individual interviews and see their perception on the subject and their recollection of how they remember seen these cases in media.

While initially seen what it was "expected" for an answer when discussing SH without any specific connotations, the response was 78% in regards to mainly a situation involving women, while the 22% remaining categorized the situation to non-exclusive or one concrete gender. In addition, the response obtained when asked SH of a men changed to slightly more conscious of the implications that a wrong can be done, yet, the implications of this answer constituted a scenario where the participants pictured a situation where the offender was of the opposite sex, a woman, mostly diminishing the possibility as almost inexistent or even seen as fantasy. On the other hand, by changing the scenario once again and discussing the idea of same sex-harassment, the overall response obtained was of uncertainty and perturbance. From this we can interpret that the idea of SH of men at work

in Ireland is still majority denied, regardless of which gender is the "harasser", even pointed out in the data gather from the survey where the offender is mostly men, there is still a stigma to talk about the possibility of considering men being harassed, much less by another man.

When discussed the potential reason on why this problem is often portrayed as a comedy in entertainment, the participants explained how the effects of a society and the expectation that are conventionally masculine may be a reason why is often not seriously debated more often. A note to take from this could be that even though 89% of the participants criticize the perception of men being dominated by attribution culture, there is also an undertone shame and embarrassment factor to speak about. Berdahl explains *"a man's social status is based on his being male and on his masculinity relative to other men"* (Berdahl, 2007 (p. 645)., as cited in Holland et al., 2016).

By taking all data, a last diagnosis was implemented on the perception of working men on a society scale expectation after the interview process, taking into consideration the Dimension's Model as previously seen in Chapter 1 and redefining the scope.
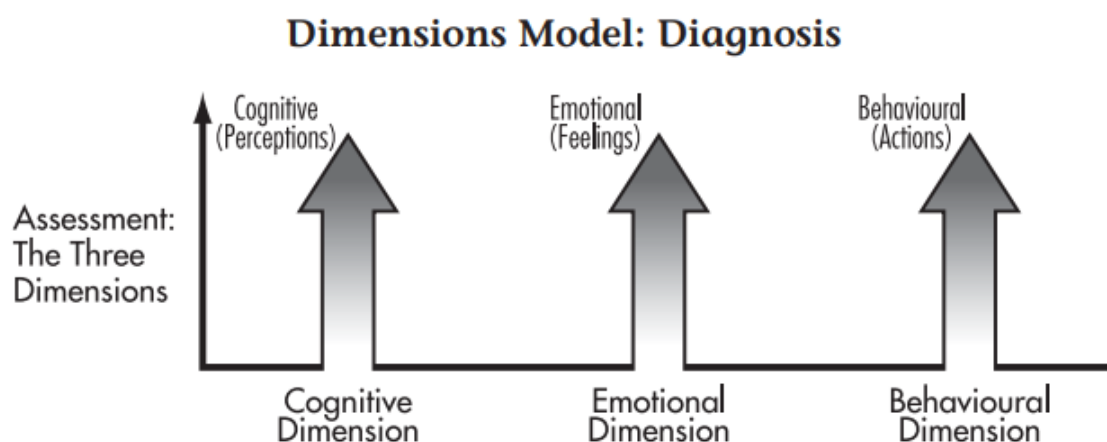
Figure 36: Comparison of Dimension's Model Diagnosis of a Conflict. (Furlong, 2005).

- **_Cognitive:_** When the implication of sexual harassment of men was displayed, the general aftermath transformed in a raise of awareness towards an overlooked subject by the contestants, showing interest but still new to the idea of showing man as a victim instead of an offender in this type of situation.

  Emotional: By questioning what it is being consumed in entertainment, despite by often representing as a fantasy for male audiences in cross-sex harassment (Russell and Oswald, 2016). The participants did not show a specific concern about the circumstances. On the contrary, only when it is implied the action of same sex gender, the participants displayed disturbance. In other words, the perception of sexual harassment and the relevance of whether a male or a female perpetuates the action, will be key on how men see it as a problem or a myth. (Welsh, 1999)

- **_Behavior:_** Overall, the behavior shown by participants was limited and unfortunately a presential interview would have been necessary in order to fully analyze the conduct after the last interaction.

The participants perception revolve mainly around of society expectations and the behavior follows accordingly. The information about SH of working men can still be seen as taboo in Ireland, in which a sense of denial is still mostly present.

Chapter 6: Conclusion

The workplace setting is the site on which most people spend innumerable number of hours, therefore, countless research has been made in order to keep respect and boundaries of people aligned to a healthy job performance. Nonetheless, the truth is that there is still a long way before any kind of negative situation can be completely predicted and thus, the only thing to do is to raise awareness of how people can be affected by any sort of injustice.

Up until now, most of the research found in the Republic of Ireland has been primarily aimed towards university students, leaving an open blank for many other sectors, while is important to educate younger audiences on their way to professional fields, it is as equally as important to fill in the already working professionals. Therefore, the expectation at the beginning of this research was to detect a potential working sector in Ireland that often faces the issue on a regular bases and investigate how the organization chose to manage the problem.

Subsequently, one of the research questions that was brough up from this study that originated from "Are men in Ireland facing sexual harassment at work? how do they face it and how is the legal representation about it? Transformed after analyzing the collected data into, "are this group of young workers from a mostly ethnic background getting enough recognition?" Or "are being correctly informed on how to deal with the subject?". While the level of research may not cover in full the capacity of such a large working sector like "hospitality", it is certainly a next step to take and to work into.

In a similar way, when exploring the ideas of how men perceive these occurrences, it has been demonstrated that 95% contestants claimed that social and cultural standards for a man makes it hard to properly address the subject or to even discuss it with seriousness, event though that at least a 70% of the sample exhibit signs of empathy for the idea of possible male victims. An examination into the Irish culture could potentially be enriching to the way the judgment in this area has developed so far, notwithstanding, the personal and moral values that each person has and the proper way of conduct in a workplace setting.

In addition, the idea of power dynamic appears to play a bigger role for all the ones involved, whether by thinking about the possibility or actual percentages from the data, sexual harassment seems to be in a way were most men correlate the idea of an individual in power, or more commonly a man harassing women and yet, being often unaware that in most cases of harassment, a male is the offender, regardless of gender. The logic behind this could potentially be from the sexuality of the candidates which in retrospect, was mainly based on heteronormative expectations, withal a deeper analysis should have been able to frame better with this information, making the overall conclusion limited only by its perimeters in the sample. Regardless, the need for attention in a working sector is only alarming when it comes to the lack of awareness from everyone involved, while it is true that the organization is the one establishing parameters, the lack of realization from their employees on what constitutes harassment and what not, request an act for attention.

Finally, the need for the better type of training in the matter is yet to be decided by each organization, while the workshop constitutes as a general way to educate a small-medium size of individuals, it may often come with the challenges for men to extend their willingness to participate, as previously confirmed, men tend to adapt their ideas and behavior from

what is expected of their peers without concrete proof of acceptance but mostly hope to belong and thus, a pattern is created, in that logic it can only be expected that no real commitment could be a strong possibility. Be that as it may, workshop still helps to debunk common myths in the workplace and inform on how to detect and react possible outcomes. In the end, is up to the organization to provide each team and department with a proficient, well-trained individual who can take care at first hand of related situation.

In conclusion, the range of sexual harassment of working men in Ireland is a subject of discussion on how and what is constituted as unwanted sexual attention, if someone does not feel attacked or disrespected, does it still count?

The results of this investigation provide a better insight on how it is portrayed and the factors from which men rationale are based on. Further ideas can be disclosed on the transformation reached by the contestants when gone through this research, as it only proved how being inform and different ways of looking at a problem can have different solutions.

Chapter 7: Reflection

The complete result of this project and the insights of how cultural pressure and invisible expectations can mould the perception of any situation, even when something is categorically wrong and still make up for a discussion, has been nothing but both fascinating and enriching. Of course, I do not mean in any way to reduce the importance that the female gender has to endure more often. Only to promote positive awareness and equality.

Among many of the challenges such as the disposition from men to actually engage in the research, to many different conversations in and out the formal research and the analysis of the responses gather, has been something fulfilling. As well as to find the most accurate and up to date information regarding Ireland, has been positively demanding to fully commit to the relevance of the work.

I believe that while the final result may lack for a complete resolution in the matter, one of the best sensations was to appreciate the realization of consciousness from many of the participants during interviews and understand how, unfortunately, just because we do not think something is not likely to happen it does not mean is not possible.

Although maybe too optimistic, the transformation in society begins with an individual.

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APPENDIX A: APPLICATION FOR ETHICAL APPROVAL (FORM A)

Form A: Application for Ethical Approval
Undergraduate/Taught Postgraduate Research

This form should be submitted to the module leader for the relevant initial proposal and/or the relevant supervisor is the proposal has already been accepted.

Please save this file as *STUDENT NUMBER_AEA_FormA.docx*

Title of Project	An analysis of sexual harassment towards men at work in Ireland and how awareness and workshops can potentially prevent it by transforming its social perspective.
Name of Learner	Pedro Aurelio Trujano Ramirez
Student Number	51717174
Name of Supervisor/Tutor	Adrian Watson

Item	Question	Yes	No	NA
1	Will you describe the main research procedures to participants in advance, so that they are informed about what to expect?	☒	☐	■
2	Will you tell participants that their participation is voluntary?	☒	☐	■
3	Will you obtain written consent for participation (through a signed or 'ticked' consent form)?	☒	☐	■
4	If the research is observational, will you ask participants for their consent to being observed.	☒	☐	☐
5	Will you tell participants that they may withdraw from the research at any time and for any reason?	☒	☐	■
6	Will you give participants the option of not answering any question they do not want to answer?	☒	☐	☐
7	Will you ensure that participant data will be treated with full confidentiality and anonymity and, if published, will not be identifiable as any individual or group?	☒	☐	■
8	Will you debrief participants at the end of their participation (i.e., give them a brief explanation of the study)?	☒	☐	■
9	If your study involves people between 16 and 18 years, will you ensure that passive consent is obtained from parents/guardians, with active consent obtained from both the child and their school/organisation?	☐	☐	☒
10	If your study involves people less than 16 years, will you ensure that active consent is obtained from parents/guardians and that a parent/guardian or their nominee (such as a teacher) will be present throughout the data collection period?	☐	☐	☒
11	If your study requires evaluation by an ethics committee/board at an external agency, will you wait until you have approval from both the Independent College Dublin and the external ethics committee before starting data collection.	☐	☐	☒

Item	Question	Yes	No	NA
12	If you are in a position of authority over your participants (for example, if you are their instructor/tutor/manager/examiner etc.) will you inform participants in writing that their grades and/or evaluation will be in no way affected by their participation (or lack thereof) in your research?	☐	☐	☒
13	If you are in a position of authority over your participants (for example, if you are their instructor/tutor/manager/examiner etc.), does your study involve asking participants about their academic or professional achievements, motivations, abilities or philosophies? (please note that this does not apply to QA1 or QA3 forms, or questionnaires limited to market research, that do not require ethical approval from the IREC)	☐	☐	☒
14	Will your project involve deliberately misleading participants in any way?	☐	☒	■
15	Is there any realistic risk of any participants experiencing either physical or psychological distress or discomfort?	☐	☒	■
16	Does your project involve work with animals?	☐	☒	■
17	Do you plan to give individual feedback to participants regarding their scores on any task or scale?	☐	☐	☒
18	Does your study examine any sensitive topics (such as, but not limited to, religion, sexuality, alcohol, crime, drugs, mental health, physical health, etc.)	☒	☐	■
19	Is your study designed to change the mental state of participants in any negative way (such as inducing aggression, frustration, etc?)	☐	☒	■
20	Does your study involve an external agency (e.g. for recruitment)?	☐	☒	■
21	Do your participants fall into any of the following special groups? (except where one or more individuals with such characteristics may naturally occur within a general population, such as a sample of students)	☐	☒	■
		☐	☒	■
		☐	☒	■
		☐	☒	■
		☐	☒	■

If you have ticked any of the shaded boxes above, you should consult with your module leader / supervisor immediately. **You will need to fill in Form B Ethical Approval** and submit it to the Research & Ethics Committee **instead** of this form.

There is an obligation on the researcher to bring to the attention of the Research & Ethics Committee any issues with ethical implications not clearly covered by the above checklist.

I consider that this project has **no** significant ethical implications to be brought before the relevant Research & Ethics Committee. I have read and understood the specific guidelines for completion of Ethics Application Forms. I am familiar with the codes of professional ethics relevant to my discipline (and have discussed them with my supervisor).	☒

Name of Learner	Pedro Aurelio Trujano Ramirez
Student Number	51717174
Date	20/05/2022

I have discussed this project with the learner in question, and I agree that it has no significant ethical implications to be brought before the Research & Ethics Committee.	☒

Name of Supervisor/Lecturer	Adrian Watson
Date	20/05/2022

APPENDIX B: SURVEY QUESTIONNAIRE FORMAT

You are being asked to take part in a research study on

An analysis of sexual harassment towards men at work in Ireland and how awareness and workshops can potentially prevent it by challenging its social perspective.

This interview will help to develop a research background among perception of working men in Ireland on SH and analyse a structure of potential future workshops with data collected.

TIME COMMITMENT

The Interview is considered to be complete in a period of 20 minutes. In case of the interview to extent further than originally planned, a possibility of a second session will be proposed, this can be accepted or declined by the participant.

OBJECTIVE

This research has an academic purpose only.

To have an insight of perception of working men in Ireland on SH in order to develop awareness of men towards this matter in an everyday life working scenario and their familiarity to the subject, obtaining more understanding of a social perspective of this topic.

Highlighting, in this project, your participation is completely voluntary but will significant importance in the development and further understanding of the topic.

All data will be recorded for study purposes and it will be stored in a password protected electronic format. To help protect your confidentiality.

The results of this study will be used for scholarly purposes only and may be shared with academic staff in Independent College Dublin.

You have the right to omit or refuse to answer or respond to any question that is asked of you.

You have the right to have your questions about the procedures answered (unless answering these questions would interfere with the study's outcome. A full de-briefing will be given after the study if requested).

FOR FURTHER INFORMATION

This research is being carried out by **Pedro Trujano** as part of a Dissertation Project of Master of Dispute Resolution in Independent College Dublin. The study is been conducted under the supervision of **Professor Adrian Watson,** if you have any questions about the research project, "*An analysis of sexual harassment towards men at work in Ireland and how awareness and workshops can potentially prevent it by challenging its social perspective*", can be contacted by the following email: Adrian.Watson@independentcolleges.ie

INFORMED CONSENT FORM

PROJECT TITLE:
"*An analysis of sexual harassment towards men at work in Ireland and how awareness and workshops can potentially prevent it by challenging its social perspective*"

By signing below, you are agreeing that:

(1) you have read and understood the Participant Information Sheet,

(2) questions about your participation in this study have been answered satisfactorily,

(3) you are aware of the potential risks (if any), and

(4) you are taking part in this research study voluntarily (without coercion).
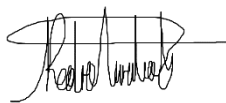

_____

Participant's Name

_____

Participant's signature

_____Pedro A. Trujano_____

Learner Name

_____

Learner signature

_____03rd May 2022_____

Date

Interview

Sexual Harassment = SH

1. In what working sector you work at the moment?

2. For how long have you been working, including previous job experience?

3. What do you think of when you listen Sexual harassment at work?

4. What do you think of sexual harassment of men at work? Do you think is possible?

5. Do you think SH training is needed when joining a workplace? Why?

6. Is there a specific sector or workplace where you think men can come across to this scenario as, potential victims? Why?

7. Have you seen any example or recall any of a man that experience SH in media? Movies, books, etc.? why you think that is?

(video)

8. Why do you think is the reason we often do not hear SH of men?

9. Is there anything you think is important to think about if we are talking about SH of men?

10. Is there any other opinion you want to mention?