PSYCHOLOGICAL AND EMOTIONAL IMPACT OF HARASSMENT AT WORKPLACE: A COMPREHENSIVE EXAMINATION OF ITS CONSEQUENCES AND REMEDIATION STRATEGIES

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ABSTRACT

Harassment in the workplace is an acceptable action a prevalent issue that can deep impact considered far beyond on an individual as a victim as well as the organisation. Previous research and evidence of harassment further supplement the consequences of its harmful impact. Such evidence-based research is critical to understanding the pattern, consequences, and most importantly the mitigation strategies to prevent such heinous actions which could have a long-lasting psychological impact on someone's soul, and also lead to a hostile, intimidating, and non-productive work environment, and eventually organization losses its ethics and core competencies which act the foundation of any organization. Sexual harassment in the workplace has been widely discussed in scientific literature and socio-political organizations for the past several years now. Multiple studies have focused on this aspect to support experimental research, dissemination, and preventive measures concerning sexual harassment in the workplace. This has led to a growing awareness among organizations and stakeholders on the significance of addressing and combating sexual harassment in the workplace. Although social scientists have documented a negative association between sexual harassment at the workplace and mental health (i.e., psychological, and emotional), limited research has been carried out on the psychological and emotional repercussions of workplace sexual harassment on women employees. By further probing into the distinct psychological and emotional outcomes of such experiences, this research intends to enhance the understanding of the multi-faceted consequences of sexual harassment on women employees. A survey research strategy was designed to derive the quantitative data through a questionnaire distributed through social media, e-mail, in-person distribution, and WhatsApp groups. Furthermore, the data collected from 256 respondents were then analysed using SPSS (Statistical Package for the Social Sciences) version 2019 including frequency, percentage, median, and standard deviation. The result indicated several consequences due to sexual harassment in the workplace such as fear and paranoia (58%), sleep disturbances (55%), anxiety (46%), low self-esteem (46%), depression (43%), decreased job satisfaction (39%), post-traumatic stress disorder (39%), and interpersonal difficulties (38%). Additionally, it is important to address such behaviours through effective remediation strategies to provide the victims with the needed assistance and coping mechanisms. The result revealed that the majority of the respondents prefer to talk to their family or friends with the highest percentage (29%), followed by seeking professional help (11%) and engaging in hobbies (8%). The results were expected

to provide valuable insights into developing practical and evidence-based interventions that organizations can implement to create safer and healthier work environments, especially for women employees. Pre-emptive measures to avert harassment of any form do not make sure the organisation will be failed to foster a culture of respect, diversity, and inclusion in any workplace dynamics

INTRODUCTION

Sexual harassment is a frequent topic in scientific analysis, social science, and politics, particularly by the concerned parties (Maheen et al., 2020). However, the impact of sexual harassment at the workplace (SHW) extends the coverage to other parties, including students, friends, and family. The excruciating impact concerning SHW has caused gender bias, which decreases productivity and convenience at work (ILO, 2003). The safety of every worker at the workplace should be secured and taken into consideration, free from any harm, to perform their work and duty without any pressure or negative behaviour. If SHW-related issues are regularly ignored and not controlled, the victim might suffer from continued mental health issues that later risk the quality of their physical health. The unattended issue of SHW negatively promotes an increase in the number of offenders (E&HRC, 2020). Social justice in terms of women's rights is the key to reducing SHW. The existence of a "hostile environment" is when an employee is forced to operate or involved under situations of pressure, mockery, or insults due to his/her gender or even sexual characteristics" (Kharitonov: 2019). Harassment, which is perceived as continuous actions or misconduct, is not only limited to in-person abuse or harassment but also through online means, including cyber harassment, including the protected characters. There is mostly a power disproportion between perpetrator and victim (Juvonen and Graham 2014). Also, possible power dynamics and discrimination of various forms, are someones overlooked, which eventually leads to the avoidance and acquittal of the perpetrator which results in a lack of reinforcement and actions, and also raises questions about the ability, or inability, to achieve justice in matters of sexual harassment (Greenberg, 2018).

With regard to international convention and commitment, considered obligatory for all member states the UN General Assembly enacted the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1979 was referred to as a worldwide bill of rights for women. It discussed the issue of gender discrimination and formed a national strategy to abolish it. The Convention defines discrimination against women as any difference, exclusion, or constraint based on sex that has the effect or purpose of hindering or annulling the recognition, enjoyment, or exercise by women, regardless of marital status, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field. Pakistan is a beneficiary of the EU's Generalised System of Preferences (GSP+) trade program, which grants tariff reductions to developing countries after endorsement and effectively implementing 27 core conventions that cover good governance and human rights. The UN Convention on the Elimination of All Forms of Discrimination Against Women is one of the mandatory conventions (CEDAW). Its Article 15(1) states that "States Parties should give women equality with males before the law," and its Article 16 requires States Parties to take steps to eradicate discrimination against women in marriage, divorce, and family law. Unfortunately, women and men in Pakistan are not treated equally in marriage, divorce, custody rights, and inheritance, which is a flagrant violation of CEDAW. For instance, women must get judicial approval to divorce, but males do not have to go through this rigorous procedure (CEDAW, 2013). The main objective was to thoroughly define and classify different forms and kinds of harassment and its adverse impact on the victim, females in particular. The underlying idea was to unveil the root cause of this shameful act and further explore different factors that contribute to the continuation of harassment as a tool to undermine the victim's self-respect and its long-lasting impact. Various forms of harassment are deeply embedded in our society, including our norms and attitude, and this research also try to unfold those areas, which if addressed properly can help in changing the norms, and attitudes and further promote the culture of respect, tranquillity, and inclusion – where everyone is equally feel valued and no one is left behind.

Impact: Harassment, whether it's in the form of verbal, physical, digital, or any other means, can have a significant emotional and psychological effect on the victims. These effects can differ depending on the individual and the severity of the harassment, but some commonly seen emotional and psychological consequences, although not limited to

i. Anxiety and Fear: Harassment can leave victims feeling constantly on edge, expecting further attacks or abuse. The panic of the unknown can lead to stress, making it tough for the person to relax or feel safe.

ii. Depression: Constant harassment can lead to feelings of helplessness, worthlessness, and sadness, potentially triggering or exacerbating depression in the victim.

iii. Low Self-Esteem: Harassment often implicates belittlement, criticism, or insults, which can affect a person's self-confidence and self-worth, leading to low self-esteem.

iv. Post-Traumatic Stress Disorder (PTSD): In cases of severe or prolonged harassment, victims may develop PTSD, suffering disturbing thoughts, nightmares, and flashbacks related to the distressing events.

v. Social Isolation: Harassment can cause victims to withdraw from social situations, relationships, and activities they once enjoyed due to fear of judgment or further harassment.

vi. Guilt and Self-Blame: Victims of harassment may wrongly blame themselves for the situation, even though the responsibility lies with the harasser.

vii. Difficulty Trusting Others: Harassment can erode a person's ability to trust others, as they may fear that new people they encounter will also engage in harmful behaviour.

viii. Impact on Work / School Performance: Harassment can lead to a deterioration in the work or academic performance of an individual due to increased anxiety and interruption.

ix. Physical Symptoms: The stress and anxiety caused by harassment can lead to physical symptoms such as headaches, stomach aches, and sleep disturbances.

x. Suicidal Thoughts: In severe cases, harassment can also lead to the development of suicidal thoughts and, in extreme cases, suicide attempts.

xi. Victim-Blaming and Stigmatization: Some victims of harassment may face victim-blaming or stigmatizing others, which can aggravate their emotional distress.

A gender diagnostic (GD) method to look at the links among bullying, peer relationships, psychological well-being, gender-atypical behaviour, and gender roles (masculinity - M and femininity - F) in a large community sample of 15-year-olds. Little correlation between GD and gender roles was seen (Young and Sweeting, 2004).

Regardless of sexual orientation, M was favourably and F adversely related to harassment. Boys who identified as "gender atypical" reported higher levels of victimization, loneliness, lack of male friends, and distress than their "gender-typical" counterparts. After controlling for M and F, "femaleness" (defined as "highly gender-typed" females and "gender atypical" boys) was linked to psychological discomfort. GD is a useful and unobtrusive technique for pinpointing a group whose vulnerability psychology, health, and education experts should be aware of.

Obnoxious supervision can have negative impacts on both its victims and other people (Bai et al., 2021). Unfortunately, previous studies have failed to gauge the impact of mistreatment given by people surrounded by victims, in which the people learn harassment from the first offenders themselves. Furthermore, they struggle that a victim's proactive nature will mitigate these indirect, detrimental impacts. To test the hypotheses, they carried out two investigations using three-wave longitudinal data. Their study contributes to the existing body of research on abusive supervision by stressing the social learning process of third-party peer abuse and indicating the impact of abusive supervision on the victim's performance. Parent-child interactions continue throughout life despite childhood abuse, and maintaining a relationship with an abusive parent may harm the psychological health of adult victims. Adults who were ill-treated as children should have their unsolved fears with their parents properly handled while dealing with their mental health difficulties.

Sexual harassment is thought to have harmful psychological effects (Cleveland et al., 2005). This behaviour has an adverse impact on women's psychological health, both individually and professionally (Ybarra et al., 2012). Furthermore, the degree of negative psychological impact is strongly proportional to the duration of the harassment as well as the harasser's rank in the organization. Long-term harassment has a damaging psychological impact on victims (Gettman and Gelmand, 2007). It can result in Post-Traumatic Stress Disorder (PTSD), anxiety, and depression (Berdahl and Aquino, 2009) as well as psycho-somatic disorders (Sadruddin, 2013). The level of harassment and the consequence of adopting this choice are always subject to some unique coping style. Several coping strategies may prevent the aggressor from harassing you, while others may not. When a victim is harassed, they consider how to deal with it. If the sufferer switches from one style to another (Knapp et al., 1997)

Women make up about half of Pakistan's population, however, women are more oppressed and dejected in our culture. The Islamic Republic of Pakistan's Constitution grants equal rights to men and women; yet, in practice, gender balance is lacking, and males discriminate against women. Pakistan ranks 142 out of 146 countries on the global gender gap index for the year 2023, where Pakistan, Iran, Chad, Algeria, and Afghanistan stand at the bottom of the regional and global table. Afghanistan, Pakistan, and Algeria rank at the bottom, with less than 5% of professionals in senior positions being women. When it comes to professional and technical positions, 71% of the gender gap has been closed globally (WEF, 2023).

MATERIALS AND METHODS

In this cross-sectional study, data was collected data from a different group of participants to understand the prevalence of harassment in the workplace. This study on harassment in the workplace was conducted with different and diverse professionals (health, education, Govt. employees, and paramedics) and academic staff, from April 2023 to June 2023. A convenient sample of 264 participants was taken; eight participants refused to take part in the study. A final sample of 256 participants was reflected in the study. Adults aged ≥ 21 years who are either part-time or full-time employees were included in the study. Respondents less than 21 years old and greater than 65 years old were not included in the studies. This was a questionnaire-based (Appendix I) study where a digital questionnaire was designed for participants to fill this relevant questionnaire, considered appropriate and suitable for all educational levels. Prior consent was taken from the respondent and confidentiality was ensured during this whole process.

Emails, WhatsApp groups, and in-hand distribution were used to fill out and collect these forms and to allow participants to be part of this very important study. The questionnaire was divided into four sections: demographic information, knowledge, attitude, and harassing practice. Age, gender, marital status, degree of education, employment, and country were all demographic factors. Harassment definition, triggers, risk factors, distribution, and treatments were all covered. Data was gathered, processed, and analysed using the IBM Corp. published 2019 after receiving complete questionnaires from applicants. Version 26.0 of IBM SPSS Statistics for Windows. IBM Corp., Armonk, New York. Statistics were computed using frequency, percentage, and median. Before the commencement of the form process, a written consent agreement was offered to the participants with an explanation of the study, their role, and their rights. Confidentiality was ensured from ethical consideration and perspective as well, to protect the privacy of the respondent, ensuring they are not exposed to harm or embarrassment as a result of their participation. Moreover, considering the sensitivity. Participants shared their honest and accurate information when they were ensured that their data would remain confidential and this trust was essential for obtaining informed consent. A systematic and ethical approach was adopted to meet the research goals and cover this important topic from different aspects. Throughout this research process, it was made sure that we are aware of the emotional and psychological impact study on harassment can have on the participants.

RESULTS

Cross-sectional research with 255 individuals was carried out. The information was gathered through a self-administered computerized questionnaire (Appendix) that was circulated via social media, emails, in-person distribution, and WhatsApp groups. Eight people declined to take part in the study. A total of 256 people were included in the research.

Table 1: Responses from questionnaires

	Demographics	Response	Remarks
1.	Age (21-30, 31-39, 40-49, 50-59, 59-65)	21-30 = 29%; 31-39 = 41%; 40-49 = 18%; 50-59 = 9%; 59-65 = 3%	The first two categories of the age group have the highest responses, while the group age 59+, has the lowest response
2.	Gender	Female: 83% and Male: 17%	Female respondents were > than the male respondents, which indicates that harassment as a toxic tool is commonly reported by women
3.	Occupation	Student: 21% Full time employee: 79%	Students as well as full-time employees were focused because even these days such cases are reported within academic institutions as well.
4.	Education level	Graduate: 53% Post-Graduate: 47%	A slight difference was observed, but the overall level of education and their responses were almost the same.
5.	Marital status	Single: 43% Married: 56% Divorced: 1%	Married respondents were greater than the single and only a small segment of divorced respondents responded too.
	Harassment Experience	**Response**	**Remarks**
6.	i. Have you experienced harassment (e.g., verbal, physical, sexual, cyber) in the past? (Yes/No) If yes, please specify the type of harassment you experienced and its frequency: ii. When did the harassment occur? (e.g., within the last year, 1-5 years ago, more than 5 years ago) iii. Have you reported the harassment incident(s) to any authority or organization? (Yes/No)	No: 81% Yes: 19% Verbal: 11% Physical: 3% Cyber: 5% 1-5 years: 39% 5+ years: 61% Reported: Yes: 21% No: 79%	Although NO, due to different reasons, were far higher than the YES responses, those who said YES, were further categorized into three main categories. The occurrence of the incident in the last five years is less than the cases that occurred during five-plus years, which indicates that those who reported still remember that toxicity. Another reason why such cases repeatedly occurred is the cases not being reported due to different reasons, the close we lived in.
	Psychological Impact	**Response**	**Remarks**
7.	I have experienced heightened anxiety as a result of the harassment or unfair treatment	46%	Forty-six percent when subjected to harassment or unfair treatment indicate that it can evoke a sense of danger or threat to one's physical or emotional well-being.
8.	The harassment has led to feelings of depression and sadness.	43%	A large proportion indicates that the ongoing or repeated mistreatment, intimidation, or bullying experienced by a person can have a significant negative impact on their emotional well-being.
9.	I have experienced a loss of self-esteem and self-confidence due to the harassment.	46%	Many respondents responded that harassment is emotionally distressing and that constantly dealing with negative interactions and hurtful behaviours can lead to feelings of sadness, anger, fear, and helplessness.
10.	The harassment has negatively affected my interpersonal relationships.	38%	Again major population shared that the harassment has negatively affected their interpersonal relationships means that the experience of being harassed has had a detrimental impact on how the person interacts and communicates with others in their personal and social life

11.	I constantly fear that the harassment will happen again.	58%	The major target population while responding to this question indicates that they constantly fear that the harassment will happen again and expresses an ongoing and distressing feeling of apprehension or worry about the possibility of experiencing harassment in the future.
12.	The harassment has affected my ability to concentrate and focus on tasks.	39%	Another quite large proportion indicates that their capacity to pay attention and stay focused on various activities or responsibilities has been negatively impacted due to the harassment they have experienced.
13.	I have experienced intrusive thoughts or nightmares related to harassment.	39%	Intrusive thoughts are unwanted and often distressing thoughts that can be persistent and intrusive, causing significant distress and anxiety, and many indicate that they have gone through that traumatized situation.
14.	The harassment has led to changes in my sleeping patterns (e.g., insomnia, and oversleeping).	55%	A large fraction of the respondents shared that harassment has created a state of heightened stress, anxiety, and fear in the victim. As a result, they find it difficult to fall asleep or stay asleep, and the reason is the constant worry about the harassment, replaying the events in their mind, or fearing potential future incidents.
15.	The harassment has impacted my overall quality of life.	41%	Respondents through their responses shared that the harassment has impacted their overall quality of life, which indicates that the ongoing or past experiences of harassment have had a significant negative effect on their various aspects of life, which lead to diminished overall well-being and happiness.
Coping Mechanisms		**Response**	**Remarks**
16.	How have you coped with the psychological impact of harassment? (e.g., talking to friends/family, seeking professional help, engaging in hobbies)	Talk to friends/family - 29% Professional help - 11% Hobbies - 8%	Different people approach this differently, but most of the respondents rely on their near and dear ones, or someone very close to them, and few segments rely on other sources such as professional help or other hobbies which can help to divert from the current state of mind
17.	Have you sought professional support or counselling to cope with the effects of the harassment? (Yes/No)	Yes – 11% No – 89%	Still, there are communication gaps, and the victims don't rely on the professional and official mechanisms, due to different fears
18.	If yes, has counselling or therapy helped address the psychological impact of the harassment?	Yes – 11%	Although a small segment shared that counselling or therapy provides a safe and supportive environment where they can explore their feelings, thoughts, and reactions related to the harassment
Support System		**Response**	**Remarks**
19.	Do you feel supported by friends, family, or colleagues regarding your experience of harassment? (Yes/No)	Yes – 61% No – 39%	Although the maximum number of respondents said yes, at the same time due to different reasons many have said no as well.
20.	Are you aware of any resources or support services available to individuals who have experienced harassment? (Yes/No)	Yes – 48% No – 52%	Lack of awareness is one of the major root causes, where the victim is not aware of the referral systems and platforms they can use to report such cases such as to the Ombudsperson office, report to the local office/administration, and even to the national human rights commission if need be.
Impact on Daily Life		**Response**	**Remarks**

21.	How has the harassment affected your daily life and activities? (e.g., work, social interactions, hobbies)	Yes, of course: - Experience feelings of fear, anxiety, depression, and helplessness, which made it challenging to focus on daily tasks. - Suffered panic attacks, and other anxiety-related disorders. - Difficult to concentrate and be productive due to constant worry or fear.	Additional responses: - We want to withdraw from social interactions and isolate ourselves as a way to protect ourselves from further harm. - Sometimes it leads to sleep disturbances, headaches, digestive issues, and other stress-related physical ailments - Sometimes we want to be more withdrawn, which leads to strained relationships with our loved ones. - Don't want to go to certain places or participate in specific activities due to fear of encountering the harasser or similar situations.
	Final Thoughts	**Response**	**Remarks**
22.	Is there anything else you would like to share about your experience with harassment and its psychological impact?	- It is essential to address harassment promptly and appropriately - To protect individuals from its detrimental effects is very important. - Support from friends, family, and professional counselling can be beneficial in helping victims	Additionally, creating safe and inclusive environments and implementing policies against harassment can prevent such incidents from occurring in the first place. It is essential to recognize and address harassment promptly to prevent or minimize these psychological impacts. Lastly, taking steps to prevent and address harassment in society is crucial to creating a safe and supportive environment for everyone.
23.	What do you believe would be the most effective way for society to address and combat harassment?	- Addressing and combatting harassment requires a multi-faceted approach involving individuals, communities, institutions, and society at large. - Raise awareness about harassment, its impact on victims, and the different forms it can take. - Encourage empathy and respect in all interactions. - Advocate for strong anti-harassment laws and policies at local, national, and international levels.	Provide support systems for victims of harassment, including counselling services, hotlines, and resources that empower them to seek help and report incidents. Encourage and train bystanders to intervene safely when they witness harassment, thereby discouraging such behaviour and providing support to victims. Promote responsible portrayals of relationships and interactions in media and entertainment to avoid reinforcing harmful stereotypes and behaviours. Foster collaboration between government agencies, non-governmental organizations, and civil society to create a comprehensive approach to address harassment. Invest in research and data collection

As a whole, it was understood from the responses of the participants that they are regarding the term harassment and its adverse effect that involves any unwelcome behaviour or conduct based on different characteristics or gender in particular. Also, the majority were convinced that it is essential to report any instances of workplace harassment and to further make sure it is documented with all possible details, or at least challenge the person's behaviour and discourage such a derogatory and intimidating approach. On the prevention part. It is important to promote a culture of respect and inclusivity encourage open communication, offer diversity and inclusion training, and ensure that all employees comply with the organization's policies and strict adherence is adopted and applied.
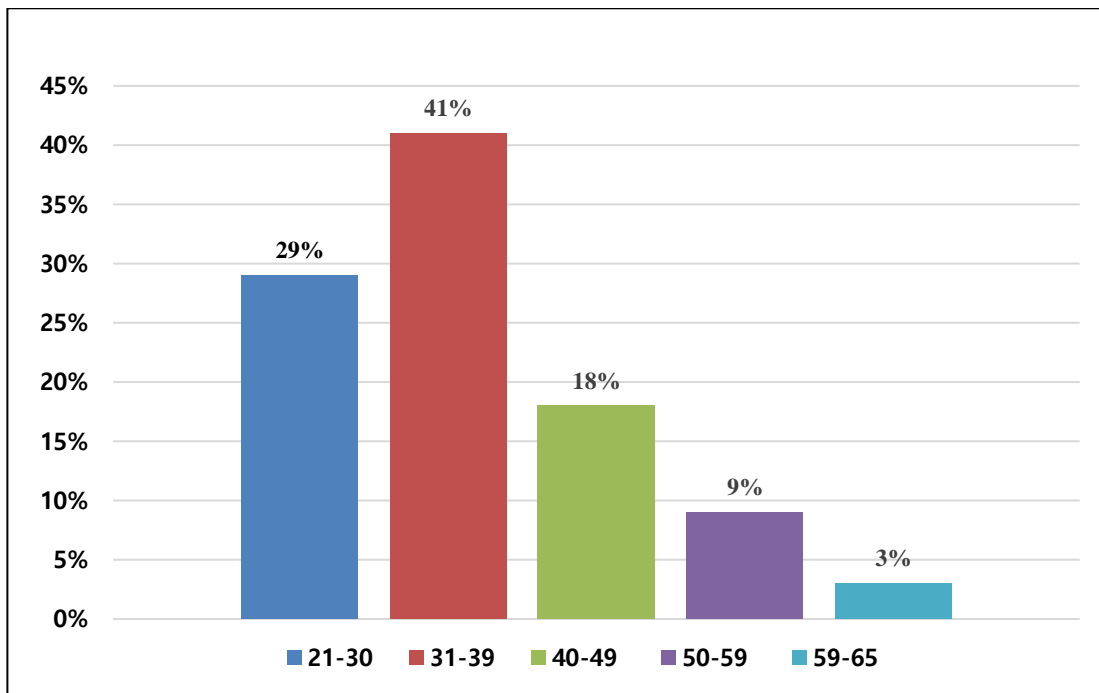
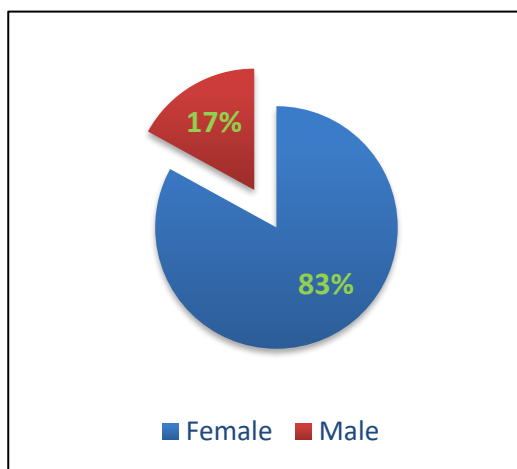**Table 2: Age-Wise Responses**

Table 3: Female to Male Ratio
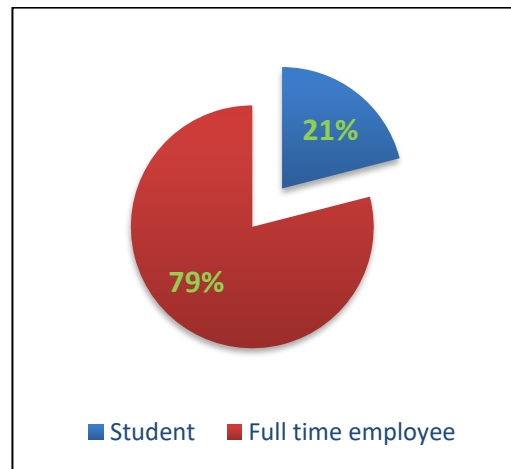

Table 4: Students to Employee Ratio
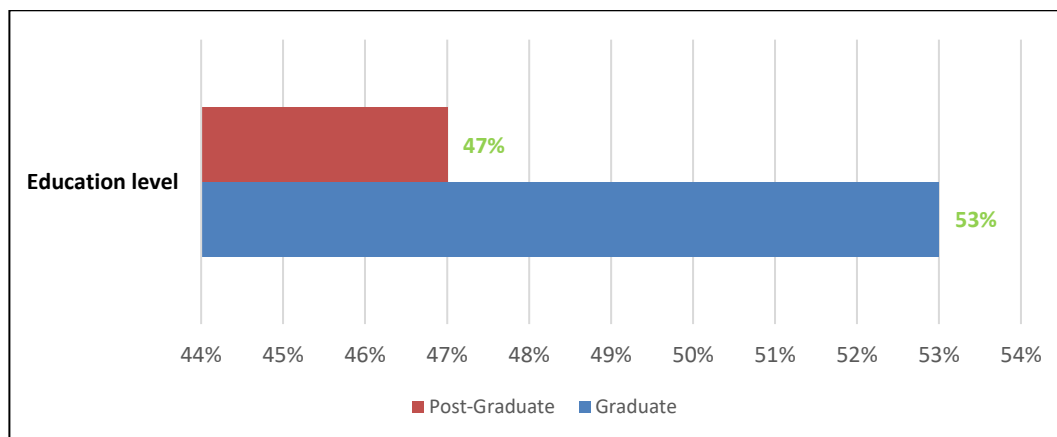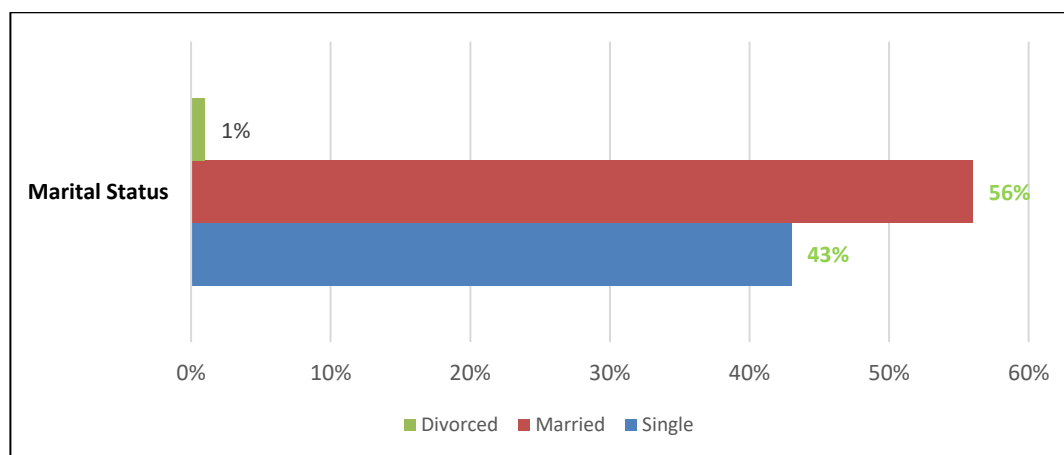
Table 5: Educational Level

Table 6: Marital Status

DISCUSSION

Everyone has the right to live and work in a safe environment free of violence and harassment. Despite this, violence and harassment against women are widespread, even in the workplace. It is prevalent in all jobs, occupations, and economic sectors around the world. Some women are disproportionately affected by violence and harassment as a result of their job position, the sort of work they do, or the working conditions in their industry. Workplace violence and harassment against women are frequently the consequence of overlapping situations and risk factors that are inextricably linked to gender inequality and founded in gender-based systems of power and control. Men can be victims of such violence and harassment, especially if they do not fit into social masculine ideals. However, the vast majority of occurrences of gender-based violence and harassment in the workplace, particularly sexual harassment, are reported by women, owing to discriminatory societal norms and systems that perpetuate power imbalances based on gender. Furthermore, some elements, such as working conditions, unionization rates, and the circumstances under which labour is performed, may contribute to women employees facing violence and harassment in disproportionate or unique ways. Other characteristics like race, socioeconomic origin, migratory status, handicap, motherhood, family obligations, sexual orientation, and gender identity may also impact prejudice.

The study was carried out to understand the various forms of harassment, the factors contributing to its prevalence, and the ramifications it has on victims, bystanders, and perpetrators. Moreover, it also helps to explore the potential remediation strategies and preventive measures to curtail this pervasive problem. This research also draws on empirical evidence, case studies, and expert opinions to construct a comprehensive overview of the detrimental consequences of harassment and the imperative need for effective intervention. Addressing the impact of harassment requires a multi-faceted approach. Prevention efforts should focus on education, awareness-raising, and promoting a culture of respect and empathy. Additionally, robust policies and legal frameworks are necessary to hold perpetrators accountable and protect victims. Support systems, such as counselling and helplines, are crucial in helping victims cope with the aftermath of harassment. Everyone has a role to play in combating harassment, whether as individuals supporting those affected or as advocates pushing for systemic changes to create safer and more inclusive environments. Open discussions and active engagement on this issue are essential to foster empathy, understanding, and collective action.

Harassment is a persistent and damaging social issue that impacts individuals in different settings, including the workplace, educational institutions, online spaces, and communities. It can have severe emotional, psychological, and physical concerns for victims. This study tried to cover and reveal that harassment takes numerous forms, such as sexual harassment, racial harassment, cyberbullying, and more. These different types of harassment can target individuals based on their gender, race, ethnicity, sexual orientation, religion, or other characteristics. Moreover, this research also tried to showcase that harassment considerably impacts the mental and emotional well-being of any person who has to go through this traumatized situation. This can result in anxiety, depression, post-traumatic stress disorder (PTSD), and a range of other psychological challenges. Lastly, this research also highlighted the significance of prevention and education programs aimed at raising awareness about harassment, promoting bystander intervention, and developing a culture of respect and inclusion.

LIMITATIONS OF STUDY

Some individuals were hesitant to disclose their true feelings or experiences due to fear of retaliation or stigmatization, leading to underreporting or misrepresentation of the actual impact of harassment. The study utilized a cross-sectional design, which allowed the collection of data at a single point in time. While this design provided valuable insights, but won't be able to capture changes in psychological and emotional effects over time. Exploring the psychological and emotional impact of workplace harassment involved sensitive topics, and ethical concerns which restricted the scope of the study. The research was limited in terms of the depth of questions or the extent of probing into participants' experiences to avoid potential harm. The study did not thoroughly investigate the potential influence of demographic factors, such as age, gender, race, or tenure, on the psychological and emotional impact of harassment. While this study focused on the psychological and emotional impacts of workplace harassment, it was difficult to address other relevant aspects, such as the impact on physical health, job performance, or organizational productivity. Despite these limitations, the study aimed to provide valuable insights into the psychological and emotional consequences of workplace harassment, contributing to a better understanding of this critical issue. Although this research focused on and covered all possible aspects of harassment, including the root causes, with certain limitations there were under-reported responses, for instance, the qualitative responses, which was itself a challenge to analyse and assess that comprehensive data. Furthermore, when the target population is diverse there are chances regarding the intersectionality of their experiences and responses, which results in some varied findings. Moreover, the population was covered as one, hence marginalised and most vulnerable victims were very difficult to approach and consult.

CONCLUSION

Although there are several studies and research on this topic, it is suggested that suggest that there is still a need for further exploration into specific features of harassment, including the usefulness of intervention programs, the long-term influence on victims, and the role of technology in permitting new forms of harassment. Even though cultural and societal norms can either prolong or challenge harassment, efforts to combat harassment should consider these broader social factors as well. In conclusion, the research study calls for stern actions to challenge harassment in any form, highlighting the significance of assisting victims, holding the offender responsible, and endorsing a society in which harassment is not tolerated. It may also suggest the need for policy changes, education, and cultural shifts to create a safer and more inclusive environment for all individuals. Lastly, to battle harassment effectively, it is vital to raise awareness about the issue and provide education on what causes harassment. Encouraging a culture of respect and inclusivity is essential, both in personal and professional settings. Harassment is a deeply in-built issue that requires a collective effort from all segments of life. Through education, awareness, prevention, and support for victims, we can work towards a more inclusive and respectful society where harassment is not tolerated. Considering this is an ongoing process that requires attention and devotion to creating a safer and more equitable world for everyone.

QUESTIONNAIRES

Below is a questionnaire to assess the psychological impact of harassment. It is essential to approach this topic with sensitivity, as it may trigger emotional responses in some individuals. Consider providing resources for support and counselling services to participants both before and after completing the questionnaire.

Please note that this questionnaire is not intended to diagnose mental health conditions and should only be used for informational purposes. If you suspect someone is experiencing significant distress due to harassment, it is essential to encourage them to seek professional help from a qualified mental health provider.

Section 1: Demographics
1. Age: 21-30, 31-39, 40-49, 50-59, 59-65
2. Gender: _____
3. Occupation: _____
4. Education level: _____
5. Marital status: _____

Section 2: Harassment Experience
1. Have you experienced harassment (e.g., verbal, physical, sexual, cyber) in the past? (Yes/No) If yes, please specify the type of harassment you experienced and its frequency:
2. When did the harassment occur? (e.g., within the last year, 1-5 years ago, more than 5 years ago)
3. Have you reported the harassment incident(s) to any authority or organization? (Yes/No)

Section 3: Psychological Impact - Please rate the following statements on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree):

1. I have experienced heightened anxiety as a result of the harassment or unfair treatment.
2. The harassment has led to feelings of depression and sadness.
3. I have experienced a loss of self-esteem and self-confidence due to the harassment.
4. The harassment has negatively affected my interpersonal relationships.
5. I constantly fear that the harassment will happen again.
6. The harassment has affected my ability to concentrate and focus on tasks.
7. I have experienced intrusive thoughts or nightmares related to the harassment.
8. The harassment has led to changes in my sleeping patterns (e.g., insomnia, and oversleeping).
9. The harassment has impacted my overall quality of life.

Section 4: Coping Mechanisms

1. How have you coped with the psychological impact of the harassment? (e.g., talking to friends/family, seeking professional help, engaging in hobbies)
2. Have you sought professional support or counselling to cope with the effects of the harassment? (Yes/No)
3. If yes, has counselling or therapy helped address the psychological impact of the harassment?

Section 5: Support System

1. Do you feel supported by friends, family, or colleagues regarding your experience of harassment? (Yes/No)
2. Are you aware of any resources or support services available to individuals who have experienced harassment? (Yes/No)

Section 6: Impact on Daily Life

1. How has the harassment affected your daily life and activities? (e.g., work, social interactions, hobbies)

Section 7: Final Thoughts

1. Is there anything else you would like to share about your experience with harassment and its psychological impact?
2. What do you believe would be the most effective way for society to address and combat harassment?

Thank you for participating in this questionnaire. Remember that your responses are anonymous, and you are encouraged to seek support if you need assistance in dealing with the psychological impact of harassment.

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