

KNOWLEDGE AND PERCEPTION OF ANTI-SEXUAL HARASSMENT LAWS AMONG STUDENTS

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Abstract

Sexual harassment remains a pervasive issue in educational settings, with many students experiencing harassment yet remaining silent. This study aims to determine students' level of awareness regarding the Anti-Sexual Harassment Law (RA 7877) at the University of Cebu-Main Campus. Using a descriptive-correlational research design, data were collected through a researcher-made questionnaire, which underwent pilot testing to ensure reliability. Out of 1,077 students enrolled in the College of Arts and Sciences, 292 respondents were determined using Slovin's formula, but only 147 responses were gathered due to time constraints. Data were analyzed using frequency and count, weighted mean, and chi-square tests. Results indicate that among the four domains of awareness, students were most knowledgeable about the duties of the employer or establishment, while awareness of penalties was the lowest. Analysis further revealed no significant relationship between respondents' profiles and their level of awareness, leading to acceptance of the null hypothesis. Overall, the study shows that most students in the College of Arts and Sciences are aware of the existence of RA 7877.

Keywords: *Anti-Sexual Harassment Law, Awareness, College Students, Descriptive-Correlational, Quantitative Study*

1. Introduction

Sexual harassment is more prevalent and pervasive in higher education institutions. A 2017 survey of 351 respondents from a public university on Malaysia's east coast found that more than half of the respondents, mostly women, had experienced sexual harassment. According to a 2019 study, international students at Malaysian public universities are also vulnerable to threats and harassment on campus (International Islamic University Malaysia, 2022).

Moreover, the Philippines faces a significant problem of sexual violence, as highlighted by the 2016 National Baseline Study on Violence Against Children (NBS-VAC), which found that 21.5 percent of those surveyed, equating to one in every five children, had encountered sexual abuse. As per data from the United Nations Children's Fund (UNICEF), 17.1 percent of children between the ages of 13 and 18 have been subjected to sexual violence, and 5.3 percent of these incidents occurred within school settings.

Among victims of sexual abuse in schools, the occurrences were as follows: 9.9 percent experienced it between the ages of 6 to 9, 9.9 percent when they were 10 to 12 years old, 22 percent during the ages of 13 to 15, and 27.5 percent when they were 16 to 18 years old.

Subsequently, particularly in Cebu, a recent Supreme Court ruling (G.R. No. 217101, February 12, 2020) condemned management's failure to act with concern and urgency on a complaint of sexual harassment filed by a young female employee of a large courier company in Cebu because such inaction and delay were deemed to discourage the victim from complaining and, thus, such inaction favored the offender. Numerous instances of sexual harassment remain unreported, often due to victims' fear of the perpetrators or their reluctance to generate public attention, resulting in only a limited number of individuals who have been willing to file complaints (Jimenez, 2022).

The current law, RA 7877, protects men and women vulnerable to unwanted sexual advances by business owners, executives, managers, and supervisors who are sexual predators looking to solicit sexual favors from subordinates. This is something that all employers and employees should be aware of. The present generation and unknowledgeable individuals, contractual, probationary, and non-regular workers, are frequently taken advantage of by superiors who use their managerial authority and prerogatives to engage in sexual activity with weak workers.

Moreover, researchers are interested in knowing the level of awareness of the University of Cebu College of Arts and Sciences students regarding the existence of the Anti-Sexual Harassment Law, commonly known as RA 7877 of 1995. The study aims to raise awareness among students of the existence of this law, and from the findings, an action plan can be proposed.

2. Theoretical Background

This study is anchored in three theories: *Plato's Theory of Justice*, the *Utilitarianism Theory* by John Stuart Mill, and the *Strain Theory* by Robert Merton. Plato's theory of justice defines justice as a soul trait that enables people to put aside their illogical urge to experience all pleasures and to derive selfish satisfaction from everything in favor of adapting to the performance of a particular task for the sake of all. In addition, justice is both a human virtue and the thread that ties people in society together. Good and sociable behavior share the same quality. According to Plato, justice is a harmonic rather than a simple strength. Harmonic strength plays a significant role in societal awareness regarding RA 7877. In order to acquire justice, we must comply with the law. No man can be forced to pay for damages or get punishment for any behavior that is not expressly prohibited by law (Dicey, 1982).

Moreover, justice is a social consciousness that guides people to know what is wrong and right, making society harmonious and pleasing. One of the most essential strategies for crime prevention is public education. People who understand what steps they can take to reduce their crime risk and how to improve neighborhood safety are at the heart of a safer community (Raising Awareness and Educating the Public, 2000).

Greek philosophy strongly emphasized ethics and held that a state exists for the sake of life and should endure in perpetuity for the sake of a good life. Awareness belongs to ethics as it assesses things, whether good or not, and awareness of something makes a human more positive.

The discussion concluded that there would be utter anarchy, and it would be difficult to maintain any state of affairs if one were allowed to repress another. Men enter into a contract to stop injustice from happening to them or others to protect themselves from such pain and injustice. Laws were created to define acceptable human behavior and establish a sense of justice.

Regarding the underlying theory, the philosophy of utilitarianism, specifically the welfarist consequentialism of John Stuart Mill, asserts that actions are deemed suitable to the extent that they contribute to happiness and wrong if they lead to the opposite of happiness (Mill, 1863). In connection with sexual harassment, people tend to receive many compliments, most from men. Researchers claim that most compliments men give are directed to women (Holmes, 1994; Mojica, 2002). Students' compliments usually focused on their appearances, including their way of dressing or admiration of hairstyles (Mojica, 2002). In addition, receiving compliments may come in a positive way or not. The theory of Mill indicates that if such action does not promote happiness, then it is not correct. In addition to being aware of something, it is right in proportion. It gives happiness to everyone if they know something they could use as a student, employee, or any person under custody.

Utilitarianism is widely held to be the belief that the morally right action is the one that produces the most good. There are numerous ways to express this broad claim. Remember that the theory is a type of consequentialism: the right action is entirely understood in terms of the consequences produced. The scope of the relevant consequences is what distinguishes utilitarianism from egoism. According to the utilitarian viewpoint, one should maximize the overall good, and that is, consider both the good of others and one is good.

Furthermore, sexual harassment comprises a sequence of actions that encompass unwelcome sexual advances, solicitation for sexual favors, or any other verbal or physical behaviors of a sexual nature. These actions can be made directly, indirectly, or implicitly.

Applying utilitarian theory, if compliments produce happiness, the action is correct, and if it produces unhappiness, it is wrong (Mill, 1863). Further, Mill argues in Utilitarianism that virtue is functional and necessary for living a good life. A person who lacks virtue is morally deficient and thus incapable of promoting the good (The History of Utilitarianism Stanford Encyclopedia of Philosophy, 2014). Moreover, awareness of the law upholds great virtue that promotes good and maintains peace and orderliness in society. It could help the people determine what is good and proper by instilling the virtue in themselves. A 2020 study called "Happiness as Fairness" found that people tend to be happier in countries that support and promote greater social justice (Di Martino & Prilleltensky, 2020; Gallardo, 2022)

Moreover, enhanced social justice fosters healthier relationships, diminishes prejudice, and bolsters trust in institutions and communities. Conversely, individuals are more inclined to take risks to meet their needs when residing in nations marked by elevated levels of inequality (Gallardo, 2022).

The third anchored theory was the strain theory. Its underlying ideas began to advance in the 1930s by American humanist Robert K. Merton, whose work on the subject became particularly compelling in the

1950s. Strain theory has been defined in a variety of ways. However, Robert K. Merton defines it as social structures/societal goals presented to people as what they should strive for to succeed. However, society does not provide adequate, legitimate means to achieve those goals (Merton, 1938). Several studies have been conducted to determine whether strains cause negative emotions and whether these emotions, in turn, cause crime. Most studies on the emotion of anger have found that strains increase anger and that anger explains a portion of the effect of strains on crime, particularly violent crime (Agnew, 2006).

Further, The United Nations Declaration on the Rights of the Woman obligates the Philippines to follow the Pacta Sun Servanda principle. It is an international legal norm imposing on the Philippines the duty to protect female workers. As a result, an international agreement on women's protection evolved into some domestic laws and policies (Bernas, 2009; Gabriel, 2017). They are discouraged from reporting due to the presence of double standards of morality in the Filipino culture, which often turns the victim into the position of the guilty, paying the punishment of social rejection and ostracism (Kintanar, 2000). Moreover, Due to their fear of being victimized twice, women victims of sexual harassment often suffer the consequences. Despite several laws that have been passed to safeguard the rights of women in society, sexual harassment is still an issue that persists in scope and severity (Akhtar, 2013; Gabriel, 2017). In addition, everyone has the freedom of speech.

Contrary to that, there are certain limitations to our actions provided by the law. People should be informed to be aware of the issue that needs to be addressed by the government. Sexual harassment is common, like cold, and it happens every day, anytime, and everywhere (Cabral, 2017).

Strain theories predict people will commit crimes because of strain, stress, or pressure. Depending on the adaptation of strain theory, strain comes from an assortment of origins. This theory also assumes that every individual is naturally good and bad things will happen, which pushes people to do criminal activity. The theory posits that social structures can pressure individuals, leading them to engage in criminal activities. This strain can be categorized as primary, indicating the societal-level structures that filter down and shape an individual's perception of their needs. Strain may also be individual, which refers to the contacts and torments experienced by a person as he or she looks for ways to fulfill a person's needs. These strains can hint at social structures inside society that, at that point, pressure citizens to end up criminals. In his exploration of deviance, Merton introduced a typology of deviant behavior that delineated the potential discrepancies between socially accepted goals and the institutionalized means available to achieve these objectives. A typology may be a classification plot planned to encourage understanding.

In this context, Merton introduced a typology of deviance that hinged on two primary criteria: (1) an individual's aspirations or dedication to societal goals and (2) an individual's faith in the methods they use to achieve those objectives. In alignment with Merton's theory, there are five categories of deviance based on these criteria. The first category, "Conformity," involves adhering to cultural goals and the accepted means of reaching those goals.

The development includes the acknowledgment of the objectives of a culture, but the dismissal of the conventional and legitimate implies of achieving those objectives. Ritualism includes the dismissal of social objectives but the routinized acceptance of the means for accomplishing the goals. Retreatism includes dismissing social objectives and the traditional means of achieving those goals. Rebellion could be an extraordinary case wherein the person rejects both the social objectives and conventional means of achieving them but effectively endeavors to supplant both components of the society with diverse objectives and means.

This section includes the related literature, studies, finished thesis, generalization or conclusion, and others. This literature delves into awareness programs on sexual harassment undertaken to inform the development of a bystander's program for any college level and teachers.

Everyone can be a subject of harassment regardless of age, gender, race, educational background, or even nationality and should be treated equally as part of the same community. There should be no room for sexual harassment, violence, or discrimination in this democratic-republican nation. Sexual harassment is an unwanted sexual behavior like touching and leering without consent, and it was done by someone who has power or is superior to the victim (Remoto & Villalobos, 2021).

Moreover, everyone has the freedom of speech. Contrary to that, there are certain limitations to our actions provided by the law. People should be informed to be aware of the issue that needs to be addressed by the government. Sexual harassment is common, like cold, and it happens every day, anytime, and everywhere (Cabral, 2017).

For instance, no man shall pay damages or receive punishment for any conduct not explicitly forbidden by law (Dicey, 1885). According to the study, everyone is entitled to free expression, although the law restricts what we can do. People should be informed so they are aware of the problem that requires government intervention. Sexual harassment occurs daily, at all times, and everywhere and is as ubiquitous as the common cold (Cabral, 2017).

Schools are supposed to be a safe environment for pupils to learn and develop, but there are still current reports of abuse on campuses (Wagi, 2020). The Women and Gender Institute of Miriam College has committed to holding school administrators accountable because sexual harassment is a severe issue affecting students' physical and mental health, dignity, and respect. People with high sexual harassment awareness are prepared to deal with such circumstances skillfully and bravely. Laura Del Rosario, the University President, responded by promising to "do better" and act as "a compassionate institution." In a 2017 poll conducted in Hollywood, California, among a sizable population, 77% of women had experienced verbal sexual harassment, and 51% had been sexually touched without their permission. The majority of the respondents were sexually harassed in public places. Those victims experienced depression and anxiety attacks. They dropped out of school, lost interest in their hobbies, and even went into counseling. Keerthi (2021) researched the extent of awareness and preventative measures for sexual harassment. The study found that most respondents were less knowledgeable about the tactics employed to prevent sexual

harassment. Only a tiny percentage of responders demonstrated an acceptable awareness of the tactics they employ when sexual harassment occurs. According to the report, most respondents will not recognize sexual harassment threats because they lack ways to prevent their occurrence. As a result, the victims will not be able to employ defense mechanisms to stop the harassment that is being committed against them. As the International Journal of Current Advanced Research (IJCAR, 2022) reports, when a situation poses a threat, an individual becomes alert and decides when to take precautions for their protection. Despite having high literacy rates, young female adults tend to face harassment and fail to recognize the early warning signs, which can result in sexual harassment. Strategies include risk assessment before an incident occurs and comprehension of what constitutes sexual harassment. Females should be aware of any actions interpreted as harassment and incidents that may occur in their immediate environment. They should also be able to assess the total danger of a given circumstance and make safety plans. Fear of being harassed by anyone, known or unknown, under any circumstance, but especially at night and in isolated places or situations where the victim is alone and cannot call for help.

As claimed by Positive Action Incorporated (2022), an education management and professional training and coaching organization offering a social and emotional learning program, schools are the ideal setting to observe the growth of social awareness, and every passing second will show examples of children's developing emotional intelligence and awareness. Understanding one's role in society and the world, as well as how one contributes to them, is made possible by social and societal awareness of sexual harassment. This also simplifies sharing knowledge, communicating, and working together. University students could shift their perspective of sexual harassment from simple actions to malicious ones.

Social awareness is still developing during a child's school years, and it is a vitally important skill to foster in children because of the lifelong implications and because it helps them and others get the most out of their education. Within an educational setting, a college student with a solid social awareness is better equipped to navigate dynamic environments. They are more likely to consider the feelings of others and tend to exhibit fewer disruptive behaviors.

RA 7877 of 1995 Anti-Sexual Harassment Law- An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for other purposes.

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. *Title.* – This Act shall be known as the “Anti-Sexual Harassment Act of 1995.”

SEC. 2. *Declaration of Policy.* – The State shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, and uphold the dignity of workers, employees, and applicants for employment, students, or those undergoing training, instruction, or education. Towards this end, all forms of sexual harassment in the employment, education, or training environment are declared unlawful.

SEC. 3. *Work, Education, or Training-related Sexual Harassment Defined.* – Work, education, or training-related sexual harassment is committed by an employer, employee, manager, supervisor, agent of the

employer, teacher, instructor, professor, coach, trainer, or any other person who has authority, influence, or moral ascendancy over another in a work or training or education environment, demands, requests or otherwise requires any sexual favor from the other, regardless of whether the object of said Act accepts the demand, request or requirement for submission.

(a) In a work-related or employment environment, sexual harassment is committed when:

- (1) The sexual favor is made as a condition in the hiring or in the employment, re-employment, or continued employment of said individual, or in granting said individual favorable compensation, terms, conditions, promotions, or privileges; or the refusal to grant the sexual favor results in limiting, segregating or classifying the employee which in any way would discriminate, deprive or diminish employment opportunities or otherwise adversely affect said employee;
- (2) The above acts would impair the employee's rights or privileges under existing labor laws; or
- (3) The above acts would result in an intimidating, hostile, or offensive environment for the employee.

(b) In an education or training environment, sexual harassment is committed:

- (1) Against one who is under the care, custody, or supervision of the offender;
- (2) Against one whose education, training, apprenticeship, or tutorship is entrusted to the offender;
- (3) When the sexual favor is made a condition to the giving of a passing grade, or the granting of honors and scholarships, or the payment of a stipend, allowance, or other benefits, privileges, or considerations; or
- (4) When the sexual advances result in an intimidating, hostile, or offensive environment for the student, trainee, or apprentice.

Any person who directs or induces another to commit any act of sexual harassment as herein defined or who cooperates in the commission thereof by another without which it would not have been committed shall also be held liable under this Act.

SEC. 4. *Duty of the Employer or Head of Office in a Work-related, Education or Training Environment.* – It shall be the duty of the employer or the head of the work-related, educational, or training environment or institution to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement, or prosecution of acts of sexual harassment. Towards this end, the employer or head of office shall:

- (a) Promulgate appropriate rules and regulations in consultation with and jointly approved by the employees, students, or trainees through their duly designated representatives, prescribing the procedure for investigating sexual harassment cases and the administrative sanctions.

Administrative sanctions shall not be a bar to prosecution in the proper courts for unlawful acts of sexual harassment.

The rules and regulations issued according to this subsection (a) shall include, among others, guidelines on proper decorum in the workplace and educational or training institutions.

(b) Create a committee on decorum and investigation of cases of sexual harassment. The committee shall conduct meetings, as the case may be, with officers and employees, teachers, instructors, professors, coaches, trainers, and students or trainees to increase understanding and prevent incidents of sexual harassment. It shall also investigate alleged cases constituting sexual harassment.

In the case of a work-related environment, the committee shall be composed of at least one (1) representative each from the management, the union, if any, the employees from the supervisory rank, and the rank and file employees.

In the case of the educational or training institution, the committee shall be composed of at least one (1) representative from the administration, the trainers, teachers, instructors, professors, coaches, and students or trainees, as the case may be.

The employer or head of office, educational or training institution shall disseminate or post—a copy of this Act for the information of all concerned.

SEC. 5. *Liability of the Employer, Head of Office, Educational or Training Institution.* – The employer or head of office, educational or training institution shall be solidarily liable for damages arising from the acts of sexual harassment committed in the employment, education, or training environment if the employer or head of office, educational or training institution is informed of such acts by the offended party and no immediate action is taken thereon.

SEC. 6. *Independent Action for Damages.* – Nothing in this Act shall preclude the victim of work, education, or training-related sexual harassment from instituting a separate and independent action for damages and other affirmative relief.

SEC 7. *Penalties.* – Any person who violates the provisions of this Act shall, upon conviction, be penalized by imprisonment of not less than one (1) month nor more than six (6) months, or a fine of not less than Ten thousand pesos (P 10,000) nor more than Twenty thousand pesos (P 20,000), or both such fine and imprisonment at the discretion of the court.

Any action arising from the violation of the provisions of this Act shall be prescribed in three (3) years.

SEC. 8. *Separability Clause.* – If any portion or provision of this Act is declared void or unconstitutional, the remaining portions or provisions hereof shall not be affected by such declaration.

SEC. 9. *Repealing Clause.* – All laws, decrees, orders, rules and regulations, other issuances, or parts thereof inconsistent with the provisions of this Act are as a result of this repealed or modified accordingly.

SEC. 10. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its complete publication in at least two (2) national newspapers of general circulation.

The Association of Supervision and Curriculum Development (ASCD, 2020), a community of educators, stated that students should pay attention to the warning signs of swimmers in danger and keep an eye out for sexual harassment in the academic environment. The organization encourages officials to watch over students to shield them from the needless suffering of sexual harassment. Never should school staff ignore a student's seemingly insignificant plea for assistance. Young people do not need to learn to tolerate sexual

harassment. Instead, it needs to be addressed and put an end to so that schools can serve as a healthy and secure environment for students to learn. Although some have argued that this attention is an exaggerated response to typical adolescent behavior, sexual harassment can cause young people severe psychological harm.

Girdhar, Surbhi, and Rajput (2019) said that Sexual harassment is a problem associated with health and has severe implications on the dignity and respect of the student's physical and psychological state. Persons with a good level of awareness of sexual harassment are ready to cope with the situations of sexual harassment effectively and courageously. The research assessed the awareness level of sexual harassment among University students. The present study used a descriptive research design to assess the study objective. A self-structured questionnaire was used for data collection. Convenience sampling was used in the present study to select the participants. A total sample of 400 (300 female and 100 male) respondents were selected for sampling from higher educational institutions of Sagar and Jabalpur City of Madhya Pradesh, respectively. The current study results show that most students were aware of sexual harassment based on the data gathered.

A study conducted at the University of Washington by Butch (2017) stated that harassment could be an issue within the advanced working environment. Nurses encounter harassment at higher rates than regular medical caretakers and are exposed to harassment within the work environment. One sort of harassment, Generalized Workplace Harassment (GWH), which includes five dimensions not based on lawfully ensured characteristics: verbal, physical, and disrespectful hostility, isolation/exclusion, and threats/bribes, is related to negative well-being impacts. In any case, there is a restricted inquiry about Generalized Workplace Harassment (GWH) and physical well-being impacts on medical attendants, particularly in non-western countries. There are more nurses and midwives in the Philippines than in any other well-being profession, and they are a potentially powerless population (De Castro & Sexias, 2017). Nurses would be a perfect population to study associations of Generalized Workplace Harassment (GWH) due to the previously mentioned encounters and potential introduction to harassment within the working environment. Potential culprits of harassment against medical caretakers include patients, co-workers, interlopers, and understanding families (Spector et al., 2014). For illustration, co-laborers and administrators have bullied medical caretakers with negative results such as diminishing resolve and work fulfillment and expanding work unlucky deficiencies and work-related injuries (Murray, 2009).

In addition, another consideration found that patients and their families or companions committed most physical and non-physical viciousness against nurses (Spector et al., 2014). Although these acts may not be mainly considered GWH, they contain a few angles of Generalized Workplace Harassment (GWH), physical ambush, disregard, isolation/exclusion, and advance the contention for GWH significance in this populace. The Philippines illustrates one non-Western nation where small data was accessible on Generalized Workplace Harassment (GWH) counting within the nursing population. A written search found it was one other pond by Fujishiro. et al., which centered on affiliations of work environment

hostility with work-related well-being of nurses within the Philippines (2011). Discoveries demonstrated that verbal mishandling and physical ambush were related to nurses' health status and work-related health issues, including work-related wounds, lost work, and poor self-rated well-being (Fujishiro et al., 2011). This is often diverse from Generalized Workplace Harassment (GWH) in that it does not separate between mishandling experienced due to secured legitimate characteristics. It is a vital distinction since this separation may provide clues to the genuine affiliation quality between GWH and well-being results unrelated to other badgering based on ensured characteristics.

Furthermore, Generalized Workplace Harassment (GWH) of nurses within the Philippines is an imperative knowledge gap since there are more nurses and midwives within the Philippines than any other health profession (WHO, 2011). Not only is it the most extensive health profession, but the number of nurses-to-population proportion also developed from 0.31 per 1,000 people in 1993 to 4.43 per 1,000 in 2000 (WHO, 2011). With an expansive populace of nurses that proceeds to develop and tall unemployment rates for nurses and all callings within the Philippines, there is potential for expanding harassment. The current rate of unemployment in the Philippines was 6.6% in January 2017, up from 5.7% in 2016 (PSA, 2017). Pradilla, Officer-in-Charge of the Professional Regulation Commission, stated that the Philippines expressed that the Philippines have 60,000 nursing positions and an excess of 400,000 medical caretakers (Pring & Roco, 2012).

In 2008, it was estimated that over 150,000 Filipino nurses were unemployed (Pring & Rocco, 2012). The Association of Healthcare Workers, Incorporated in the Philippines, has expressed that medical attendants face several challenges when searching for positions, which include minimum wage pay, the need for benefits, and work uncertainty (Ebesate, 2008). Pring & Roco note the wonder of volunteer nurses (2012). Graduate nurses who cannot discover positions have started volunteering at hospitals and paying a charge to pick up work encounters in the hopes of finding work (Pring & Roco, 2012). Noticing these issues, the medical attendants within the Philippines are more likely to be involved and acknowledge GWH, which might lead to more noteworthy encounters of the potential adverse health results related to Generalized Workplace Harassment (GWH). Tangi (2020) stated that verbal forms of sexual harassment are perhaps the most common. Female seafarers experience comments about their bodies, usually their legs or breasts. A few female seafarers complained of administrators who either repeatedly inquired them out or welcomed them to their cabins. However, they made it clear they were not interested. The State shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, and uphold the dignity of workers, employees, applicants for employment, students, or those undergoing training, instruction, or education (Section 2 RA 7877 Philippine Commission on Women 2009).

Alizah Ali (2018) investigated the extent to which workplaces were aware of sexual harassment. It looked at factors including ignorance of the problem, guilt, and fear, among others that affect awareness levels. The report recommended that the government coordinate campaigns to shield people from sexual

harassment. Additionally, it makes the case that institution leaders must uphold their obligations to guarantee a safe working environment for all employees.

An article from the Institute of Development Studies highlights the journey of a collective of Filipino women seafarers determined to bring attention to cases of sexual harassment within the maritime industry. Filipino female seafarers are either directly involved or come over occurrences of sexual harassment on board in any case of their rank. In a meeting, a female chief designer said that female students in maritime schools regularly get a briefing from their male administrators on what to anticipate on board and what dress to pack to guarantee secure shipboard travel. Sexual harassment on ships is almost controlled. In several cases, the culprits are senior officers such as the captain, chief mate, chief engineers, and office administrators who target junior officers and rank-and-file groups such as servers, cabin stewards, and utility staff. There have been cases where hitched Filipino men have preyed on lower-ranked female Filipino colleagues, mainly single ladies. The crossing point of race, sexual orientation, and lesson is additionally evident in some cases (IDS Bulletin, Vol. 51 No. 2 2020).

Despite the presence of the law, the number of individuals recording criminal complaints with the police has remained low. Victims of sexual harassment within the Philippines do not regularly report the occurrence. Women victims are regularly reluctant to come out. Their experience regularly damages them, and they end up enduring silence. Data from the Philippine Statistics Authority show that from 1999 to 2010, the average number of complaints recorded with police nationwide was 65. The most elevated number of complaints by police over the 12 years was 112 in 2003, whereas the most minor recorded was 18 in 2008. Indeed, for a long time, the usual number of complaints gotten by the police from 2013–16 was 107 yearly. Insights appear that the law has not tended to the culture of quiet among Filipino ladies who are victims of sexual harassment. Even though seafarers frequently get a briefing on sexual harassment when they start work on board.

The Philippines has employed an average of 12,000 female seafarers in the last three years. Due to the prevalence of patriarchy and sexist beliefs in the maritime industry, they are more susceptible to sexual harassment. However, several sectors are taking action, such as a group of international shipping companies releasing a guide to combating sexual harassment and bullying. One way to eliminate sexual harassment on international ships is to demand accountability. The education of stakeholders to respect women and recognize women's rights as human rights must account for half of the battle. Gender-sensitive training and extensive information campaigns can accomplish this. Every seafarer, ship owner, and crewing manager should strive for a sexual harassment-free ship. Through the International Maritime Organization and the International Labor Organization, the industry must investigate the possibility of mandating accountability from all Maritime Labour Convention signatories (ILO, 2006). The strategy could be implemented in additional nations, particularly significant suppliers of seafarers, such as China, Russia, and India if the Philippine model proves successful.

The available research demonstrates that most laborers subjected to sexual harassment are ladies. Be that as it may, these discoveries demonstrate that harassment does not uniformly impact ladies but is more predominant against the more vulnerable.

(McCann & Deirdre, 2005).

This report serves to support the International Labor Organization (ILO) in its efforts within this region by delineating the measures taken on a global scale to prevent and address workplace sexual harassment, both internationally and within individual nations across the world. It surveys worldwide measures and national legislation, the exercises of governments, employers and workers' organizations, NGOs, and work environment approaches and programs. The report does not give an exhaustive account of these measures, but it endeavors to recognize the most appropriate approaches, highlight prevailing patterns, and single out best practices. It finds that in nations in which research has been conducted, working environment sexual harassment is widespread. Additionally, even though it has male casualties, sexual harassment is overwhelmingly coordinated at women, especially those in less-powerful positions within the work advertise. It has moreover become clear that it can impose substantial costs on its victims and their bosses (McCann & Deirdre, 2005). The results appear that those who are financially dependent are most at risk. For example, workers are common targets, and other groups identified as victims of sexual harassment are disproportionately singles, single men, widows, and divorced. Also, it depends on the occupations in which ladies are employed, A significant factor in her likelihood of being harassed.

The results point towards those who are financially dependent being at the most chance. Young workers, for case, are common targets. Other bunches disproportionately subjected to sexual harassment are the single, isolated, widowed, and divorced. It is additionally straightforward that the kind of work environment in which a lady is employed is a critical factor in the likelihood of her being harassed. Ladies in non-traditional jobs and predominantly male environments and those working for male supervisors are more likely to be subjected to harassment. In developing countries, casual laborers and casual sector laborers show up to be especially subject to harassment. In both creating and industrialized nations, migrant specialists have been distinguished as especially at hazard due to the obstacles they confront in securing alternative employment, their social separation, and their lack of language skills and financial resources. These components are exacerbated in a few nations by government-imposed restrictions on the portability of migrant workers.

Sexual harassment has been found to trigger an exhaustive run of ailments, including stress-related ailments, high blood pressure, and sadness. Eventually, victims of sexual harassment may miss out on career openings or take off their occupations. Sexual harassment, moreover, costs employers. Employers bring about critical misfortunes when irritated workers lose concentration, when it meddles with their judgment, when they are difficult to motivate, or when they are late or absent.

Consequently, productivity may decrease as well, as it could jeopardize teamwork and would cause the risk of workplace accidents. Eventually, the employer may lose essential workers, whereas others may be

prevented from applying for opportunities. Employers who fall flat to anticipate sexual harassment may confront the financial costs of sick pay for workers who end up sick and legitimate bills from court activities brought against them. In addition, where sexual harassment causes unbalanced numbers of ladies to feel unwelcome, awkward, or threatened in their places of work, or indeed constrained to take off their employment, it is a frame of sex discrimination.

Permitting such behavior to persist risks discouraging many women from pursuing traditionally male-dominated roles or positions within predominantly male work environments. This not only jeopardizes women's equal opportunities but also weakens their standing in the labor force when they are discouraged from seeking higher-status, well-compensated positions traditionally occupied by men. Consequently, sexual harassment has been addressed as a manifestation of sex discrimination, emphasizing its discriminatory consequences, leading to its prohibition in anti-discrimination laws and policies.

Characterizing the hostile treatment they experienced at work as "sexual harassment" has empowered ladies to have it recognized as a feature of working environment separation and to campaign for measures to prohibit it. Workplace sexual harassment has progressively been the subject of legitimate measures, mindfulness campaigns, and work environment policies in nations worldwide. Through these activities, there has been a comprehensive agreement around how this kind of treatment ought to be characterized; it is ordinarily distinguished as sex-based or sexual conduct unwelcome to its beneficiary.

The research conducted on its degree and flow has affirmed that working environment sexual harassment, although it has male victims, is overwhelmingly coordinated among ladies. Besides, it appears to be more regularly experienced by those in a less powerful work market position, including young workers, residential workers, ladies in non-traditional jobs, migrant workers, and ladies within the informal sector. It is additionally straightforward that sexual harassment forces overwhelming costs on both its victims and their managers since it produces risk in the workplace.

Employer liability was holding a culprit at risk for his conduct can anticipate repetition of the conduct, offer assistance to hinder other potential harassers, and permit victims to claim compensation. In any case, employer obligation may be more critical to the victim and other workers within the establishment. Manager risk provisions motivate employers to create approaches and complaints strategies that permit the victim to claim harm from the employer who fizzled to secure her and to have the hurt, such as loss of salary or promotion cured. In several lawful systems, as it were, the harasser can be held obligated. This approach is prevalent in locales in which harassment is tended to exclusively beneath criminal law since, as a rule, culprits are held accountable for their violations. Tort law has more potential for a finding of manager risk since the casualty may be able to contend that her employer is vicariously at risk since he/she knew of the harassment and failed to take applicable actions. In a legal sense, the employer can be solidarily liable. However, they may be responsible only for the conduct of their subordinate rather than the full range of actors who perpetrate such harassment.

Women encounter sexual harassment, and discrimination within the working environment has a detrimental effect on the victims' physical and mental health. When it manifests severely in certain instances, it even forces women to quit their occupations. Therefore, it is crucial to create regulations and policies that will aid in improving the safety and well-being of women in the workplace.

According to a survey by Campbell and Wasco in 2005, 17% of employees thought sexual harassment was a "big problem," while roughly 6 of 10 workers thought it was a "less important problem," and only 1% did not think it was a problem. By making the workplace difficult for all employees, the psychological and physical repercussions of sexual harassment negatively impact corporate culture (Bryant-Davis et al., 2009; Lim et al., 2008). According to studies, such incidents impact all personnel (Einarsen et al., 2009). Victims may assume that organizations do not care about them by forming unfavorable presumptions about organizational behaviors and standards relating to justice and fairness (Campbell et al., 2009). As a result, there may be a decline in trust and loyalty toward the company and management, as well as a decline in productivity and an increase in absenteeism.

Furthermore, a study by Stockdale (2009) discovered that harassment harms working relationships. There were costs associated with looking into any objections, but it also divided the workforce (Chechak & Csiernik, 2014). Every organization has trouble keeping up with the rise in psychosomatic issues among employees, like insomnia, migraines, and stomach issues. Additionally, the frequency of harassment appeared to be a predictor of victim turnover rates (Shannon et al., 2007.)

Other research found that harassment affects the private lives of workers. In the Lim (2008) study, 8% of victims disliked sexual activities in their private lives. In Shannon (2007), 65% of the victims reported an unfavorable effect on relationships with friends and family. Of the victims, 25% had tensions in their private relationships, 15% felt antagonism towards others, 5% withdrew themselves, 13% emotional disinterest from close friends, and 7% feared physical touch.

3. Objective of the Study

The study assessed the awareness of college students enrolled in the College of Arts and Sciences at the University of Cebu-Main Campus during the academic year 2022-2023 regarding RA 7877, also known as the Anti-Sexual Harassment Law of 1995. The research focuses on examining the socio-demographic characteristics of the respondents, their awareness level concerning RA 7877, and the potential connections between their socio-demographic profile and their perception of RA 7877.

4. Methodology

This section describes the research design chosen for the study and gives information on the participants, the criteria for consideration, who the respondents were, and how they were tested.

4.1 Research Design

This study utilizes descriptive-correlational design research, which is more focused and detailed in which propositions and questions are carefully scrutinized and articulated at the outset. This design would empower the researcher to value the awareness of the students who would be part of the study.

4.2 Research Environment

This study was conducted at the University of Cebu–Main, where Atty. Augusto W. Go owned. It was established in 1964 at Sanciango St., Cebu City, Philippines 6000. The University of Cebu-Main Campus is an educational institution offering pre-school, grade school, high school, senior high school, and undergraduate and postgraduate degrees. Specifically in the College of Arts and Sciences, second floor of the main building. The College of Arts and Sciences has four-degree programs, namely the Political Science Program, Psychology, Performing Arts, and AB- English.

4.3 Research Respondents

Using Slovin's formula, the researchers determine the number of respondents included in the study. The University of Cebu, College of Arts and Sciences, has a total population of 1077, which the researcher calculates a total of 292 respondents, respectively, from (26%) twenty-six percent per population from a different degree program in the College of Arts and Sciences. Researchers used a random sampling technique to identify the respondents from the given sample size.

4.4 Research Instrument

The instrument used in this study is the researcher-made questionnaire, a survey instrument used to collect data from individuals about themselves. A survey checklist exposes each respondent to the same questions and the same system of coding responses. Respondents will answer using a scale of 4- Fully Aware, 3- Aware, 2- Not Aware, and Fully Not Aware. Researchers develop these scales to determine the respondent's level of awareness.

4.4.1 Pilot-testing

Conducting a dry run of the research questionnaire to evaluate its accuracy, reliability, and validity. It considers how well-defined the essential research components are, how ambiguous the statements are, how long respondents answer the questions, and how quickly and conveniently the results may be tabulated (Rivera & Rivera, 2007). This test can strengthen the survey checklist, resulting in significant answers to problems found and allowing the researcher to quickly and accurately tabulate the results.

To validate the research instrument, the researcher distributed the questionnaires to 16 non-targeted respondents, all University of Cebu College of Arts and Sciences Department students, to determine if the questions were straightforward to understand. Having found that the questionnaire was clear, understandable, and reliable, with a Cronbach Alpha of 0.947, it was constructed and submitted to the adviser and the panel for approval.

4.4.2 Sampling Design and Technique

The study used simple random sampling selection wherein each member of the population was given an equal opportunity to become part of the sample. It is the simplest form of probability sampling, which is done using the lottery or raffle method of determining the representative sample. This method involved the selection of the sample at random from a given sampling frame (Saunders et al., 2009).

4.5 Research Procedures

This section details the study's implementation procedures, encompassing data collection and treatment. We outline the methods and tools used for data gathering, ensuring transparency in our research process. Additionally, we provide insight into the systematic data treatment approaches employed, ensuring the integrity and rigor of our study.

4.5.1 Data Gathering

The University of Cebu- Main Campus CAS research adviser and the Practical Research instructor will permit the researchers to implement this study after the surveying to get the desired information that the researchers need. The researchers will collect or gather the information, record the data, and administer the information. In addition to the developed questionnaire, a transmittal letter asking for consent from the respondents was also provided. For simple and quick questionnaire retrieval in January 2023, the researcher distributed the questionnaires via email, Facebook Messenger, and other online media platforms while utilizing networking techniques through friends, families, co-workers, and personal and professional acquaintances. Within the designated collection period, distribution and retrieval were completed.

4.5.2 Treatment of Data

The research that was done was primarily descriptive. Data from the survey was presented in two different ways through tables. The relevant data were tabulated using frequency and percentage distribution. Data were tabulated, analyzed, and summarized using the relevant statistical methods. The researcher also used Microsoft Excel to help with data tabulation. Frequency distribution, percentage distribution, ranking, and weighted arithmetic mean were used to summarize, analyze, and interpret the data acquired. The functions of Microsoft Excel were utilized to help the researcher perform numerous calculations necessary for the exemplary display of the acquired data. This allowed for easier and quicker analysis. Frequency Distribution this was achieved by classifying the data into various groups. This statistical tool produced an excellent picture of the information gathered and displayed the facts relatively compactly. The researcher further transformed the Weighted Mean frequency distribution into the corresponding percentage distribution. This was done by multiplying the quotient by 100% and dividing each class of the frequency distribution by the number of items in a group. This statistical method was applied to the respondents' demographic profile and level of awareness, among other things. Chi-Square: A chi-square test is a factual test used to compare observed and anticipated results. The reason for this test is to conclude if there is a difference between noticed data and expected anticipated data, that data is expected should risk, or if it is because of a connection between the variables you are contemplating. The respondent's reactions towards the said bill will be considered when deciding their degree of insight.

5. Results and Discussion

This part delved into the comprehensive analysis and interpretation of the data gleaned from the participants. Here, the collected information is meticulously dissected and examined, shedding light on patterns, trends, and significant findings throughout the research. We aim to provide a thorough

exploration of the data, not only presenting the raw results but also providing context and meaning to each piece of information. Through the lens of data analysis, we offer a deeper understanding of the insights derived from the respondents, ultimately contributing to the broader understanding of the research questions and objectives.

This section presents the profile of the respondents in terms of age, sex, college department, and year level. Table 1 presents the profile of the respondents.

Table 1

Profile of the Respondents (Age)

Age	Frequency	Percent %
18-21 years old	49	33.3
22-24 years old	97	66.0
25-29 years old	1	.7
Total	147	100.0

Table 1 reveals that out of 147 respondents, the highest percentage is under the bracket of 22-24 years old, with a frequency of 97 or 66 percent. Furthermore, the least number is from the bracket of 25-29 years old, with a frequency of 1 or .7. This data denoted that most respondents were in the early adulthood stage. In this stage, students who are in their early adulthood are mindful of the issue of sexual harassment. This establishes the explicit connection between Andrews F.& Herzog R.'s theory, which strongly asserts that age is a demographic variable linked to enormous variations in survey data measurement. The methodological literature has numerous instances in which older respondents provide precise responses. According to the Statistics Authority (2020), the Functional Literacy Rate was 91.6 Percent in 2019. Filipinos aged 20 to 24 (96.0%) had the highest literacy rate in 2019.

It affirms the table result as the respondent ages 22-24 shows a high awareness of Anti-Sexual Harassment.

Table 2

Profile of the Respondents (Sex)

Sex	Frequency	Percent %
Female	104	70.7
Male	43	29.3
Total	147	100.0

Table 2 shows that out of 147 respondents, the majority are female, with 104 or 70.7 percent, while males have 43 or 29.3 percent. Surveys are conducted using online and on a face-to-face basis. Most of the students who actively participated in answering the questionnaire were female respondents. This attests to the statement that women are more likely to choose to take part in online surveys on their own than males (Smith, 2019). Moreover, according to the Philippine Statistics Authority (2020.) In 2019, women

had a higher literacy rate (92.9 percent) than men (90.2 percent). It justifies that female students were more involved in activities and answering online surveys than males.

Table 3

Profile of the Respondents (Program Enrolled)

Program Enrolled	Frequency	Percent %
Political Science	51	34.7
Psychology	84	57.1
Performing Arts	5	3.4
AB -English	7	4.8
Total	147	100.0

Table 3 indicates that out of 147 respondents, the majority are enrolled in the Psychology Program, 84 or 57.1 percent. The least number of respondents are from the Performing Arts Program, having 5 or 3.4 percent. The data reveals that Psychology students answered most on the survey conducted by the researcher. It is also considered that the Psychology Program has the highest population from the College of Arts and Sciences. Psychology as a Program plays a significant factor in the data's result since the program analyzes behaviors, thoughts, and emotions on specific actions and psychological issues.

Table 4

Profile of the Respondents (Year Level)

Year Level	Frequency	Percent %
First Year	16	10.9
Second Year	26	17.7
Third Year	29	19.7
Fourth Year	76	51.7
Total	147	100.0

Table 4 proves that out of 147 respondents, the majority of the respondents are fourth-year students, 76 or 51.7 percent. On the other hand, the year level with the smallest number of respondents is the second year, having 26 or 17.7 percent. Researchers used random sampling from the College of Arts and Sciences. The data indicate that fourth-year student respondents are more active and involved in answering survey questionnaires in Awareness on Anti-Harassment Law.

This section presents the level of awareness from four different domains: the punishable acts, the penalty imposed, the duties of the employer or the establishment, and descriptive periods.

Table 5

Students' Level of Awareness on Anti-Sexual Harassment: Punishable Acts

Punishable Acts	Mean	Std. Deviation	Rank	Verbal Description
1. In an education or training environment, sexual harassment is committed against one under the offender's care, custody, or supervision.	3.1769	.72811	1	Aware
2. Sexual Harassment is against one whose education, training, apprenticeship, or tutorship is entrusted to the offender.	3.1769	.72811	2	Aware
3. Sexual favors asked by the supervisor to his subordinate in exchange for promotion fall under sexual harassment.	3.1837	.71213	3	Aware
4. Sexual favor is a condition in hiring or employment, re-employment or continued employment of an individual, or granting a favorable compensation.	3.2109	.72368	4	Aware
5. In an education or training environment, sexual harassment is committed when the sexual favor is made a condition of giving or granting honors and scholarships.	3.2313	.73156	5	Aware
6. In hiring or the employment of an individual, refusal of the grant of sexual favor limits or would impair the employee's rights or privileges, also amounting to sexual harassment.	3.2517	.65001	6	Aware

7.	Sexual harassment includes a trainer requesting a sexual favor from a trainee.	3.2653	.75241	7	Fully Aware
8.	Sexual harassment in a workplace happens when there is a request for sexual favors in exchange for employment benefits.	3.3197	.74930	8	Fully Aware
9.	Sexual harassment is committed when the sexual advances result in an intimidating, hostile, or offensive environment for the student, trainee, or apprentice.	3.3605	.66152	9	Fully Aware
10.	Sexual harassment includes a teacher requesting a sexual favor from a student for a passing grade.	3.4082	.75630	10	Fully Aware

Grand Mean

3.4082 .63844

**Fully
Aware**

Table 5 of the Punishable Acts Questionnaire explains that Respondents from the College of Arts and Sciences are Fully Aware of Anti-Sexual Harassment Law with a weighted mean of 3.4082 and a standard deviation of .63844. The result demonstrates that the respondents are fully aware of the existence of the Anti-Sexual Harassment Law. Using utilitarian theory, if compliments produce happiness, the action is correct, and if it produces unhappiness, it is wrong (Mill, 1863). Thus, Punishable acts produce unhappiness, which is wrong and not virtuous. Moreover, awareness of the law upholds great virtue that promotes good and maintains peace and orderliness in society. It could help the people determine what is good and proper by instilling the virtue in themselves.

Table 6

Students' Level of Awareness on Anti-Sexual Harassment: Penalty Imposed

Penalty Imposed	Mean	Std. Deviation	Rank	Verbal Description
1. Individuals who commit sexual harassment will pay a fine of not less than 10,000 and not more than 20,000.	2.8776	.81002	1	Aware
2. A person who has moral ascendancy committed sexual				

harassment will be penalized by 2.8980 .75611 2 Aware
imprisonment of not less than one (1) month
nor more than six (6) months.

Grand Mean **2.8367 .86832** **Aware**

Table 6 illustrates that Respondents from the College of Arts and Science are Aware of the Penalty Imposed by the Anti-Sexual Harassment Law, which has 2.8367 as the Weighted Mean with a Standard deviation of 2.8367. The result then correlates with Plato's Theory of Justice that to acquire justice, we must comply with the law. No man can be forced to pay for damages or get punishment for any behavior that the law does not prohibit. This shows that respondents, as law-abiding citizens, are conscious and fully aware of the penalty imposed when the law prohibits an action committed.

Table 7

Students' Level of Awareness on Anti-Sexual Harassment: Duties of the Employer or Establishment

Std.	Verbal							
Mean	Rank							
Duties of the Employer or Establishment			Deviation	Description				
1.	The employer or head of office, educational or training							
.0680	.83305	1		Aware institution is not obliged for dissemination of a copy of Anti- Sexual Harassment law for the information of all.				
2.	Provides the procedures for the resolution, settlement, or		3.1837	.66230	2			
	Aware prosecution of acts of sexual harassment.							
3.	In the case of a work-related environment, the committee							
3.2041	.71134	3		Aware shall be composed of at least one (1) representative from the management.				
4.	The employer or head of office, educational or training							
	institution shall be solidarily liable for damages arising							
	sexual harassment committed in the employment, education, or training environment.		3.2109	.72368	4	Aware	from	
5.	The employer or head of office, educational or training							
3.3333	.67574	5		Fully Aware institution shall disseminate the Anti-Sexual Harassment Law for the information of all concerned.				
6.	The committee shall conduct symposiums for students,							
3.3605	.66152	6		Fully Aware employees, and trainees to prevent incidents of sexual harassment.				
7.	The head of the school must promulgate appropriate							

3.3878	.57872	8	Fully Aware rules and regulations and prescribe procedures for investigating sexual harassment cases.			
8.			It shall be the duty of the employer or the head of the work-related, educational, or training environment or institution to prevent the commission of acts of sexual harassment.	3.4150	.66046	9 Fully Aware
9.			The committee shall conduct meetings with officers and employees, professors, coaches, and trainers to increase understanding and prevent incidents of sexual harassment.	3.4558	.59944	10 Fully Aware
Grand Mean		3.4762	.54059	Fully Aware		

Table 7 reveals that the respondents fully know the Duties of Employers or Establishments, having a weighted mean of 3.4762. RA 7877, or Anti-Sexual Harassment Law Section 4, indicates the duty of the employer or head of office in a work-related, education, or training environment. People should be informed to be aware of the issue that needs to be addressed by the government to have an intervention. Sexual harassment is common, like cold, and it happens every day, anytime, and everywhere (Cabral, 2017). It shall be the duty of the employer or the head of the work-related, educational, or training environment or institution to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement, or prosecution of acts of sexual harassment.

Table 8

Students’ Level of Awareness on Anti-Sexual Harassment: Descriptive Period

Descriptive Period	Mean	Std. Deviation	Rank	Verbal Description
1. Anti-Sexual Harassment Law took effect fifteen (15) days after its complete publication in at least two (2) national newspapers of general circulation.	3.0408	.74831	1	Aware
2. All laws, decrees, orders, rules and regulations, other issuances, or parts inconsistent with this Act's provisions are hereby repealed or modified accordingly.	3.0748	.79457	2	Aware
3. Any action arising from violating the provision of Act 7877 or Anti-Sexual Harassment shall be prescribed in three (3) years.	3.1293	.76991	3	Aware

Grand Mean

3.3673 .71272

**Fully
Aware**

Table 8 of the Descriptive Periods Questionnaire illustrates that Respondents from the College of Arts and Science are Fully Aware of the Anti-Sexual Harassment Law, garnering 3.3673 Weighted Mean with a Standard deviation of .71272. From Punishable Acts, penalties imposed, and Duties of the Employer or Establishment, Descriptive Periods' full awareness among respondents correlates with the theory of Utilitarianism, which widely holds that morally right action is the one that produces the best; it creates the worst.

Table 9

Students' Level of Awareness on Anti-Sexual Harassment: Overall Results Four Domain

Mean		Std. Deviation	Rank	Verbal Description
1.	Duties of the Employer or Establishment	3.4762	.54059	1 Fully Aware
2.	Punishable Acts	3.4082	.63844	2 Fully Aware
3.	Descriptive Periods	3.3673	.71272	3 Fully Aware
4.	Penalty Imposed	2.8367	.86832	4 Aware

Table 9 shows all four domains of Students' Level of Awareness of Anti-Sexual Harassment. Among the Four domains, only the Penalty Imposed was 2.8367, which falls under the bracket of Aware level. The rest of the Domains got the level of Fully Aware, in which the Total Mean is more than 3.0000. The overall result shows that the College of Arts and Science needs an enhancement program in the Penalty Imposed domain to reach Full Awareness. Nevertheless, the Theory of Justice by Plato is embodied by the respondent, which holds that justice is both a human virtue and the thread that ties people in society together.

This section tests the significant relationship between the respondents and the four levels of awareness in terms of Punishable Acts, Penalty Imposed, Duties of the Employer or Establishment, and Descriptive Periods.

Table 10

Significant Relationship Between Age and Level of Awareness

Variables	df	Computed Value	P-value	Decision	Interpretation	Strength
Age & Punishable Acts	2	0.776	0.678	Failed to Reject H ₀	Not Significant	n/a
Age & Penalty Imposed	2	0.617	0.735	Failed to Reject H ₀	Not Significant	n/a

Age & Duties of the Employer or Establishments	6	3.622	.460	Failed to Reject H ₀	Not Significant	n/a
Age & Descriptive	6	20.832	.002	Reject H ₀	Significant	C=0.266 (Weak Association)

The chi-square test of independence showed no significant relationship between the age of the respondents and punishable acts. The age of the respondents showed no significant relationship to the penalty imposed. The duties of the employer or establishment also show no significant relationship to the age of the respondents. However, the variable shows a significant relationship between the age of the respondents and the descriptive period having $\chi^2 (1, N = 147) = 20.832, p = .002$. This significant result showed a weak association between the two variables, Cramer's V = 0.266.

As shown in the table, the majority of the computed values were more significant than the p-value, which led to the acceptance of the null hypothesis. Hence, it implies that the variables except for the age of the respondents and the descriptive periods accept the null hypothesis, and it also states that there is no significant relationship between the age of the respondents and punishable acts, penalties imposed, and duties of the employer or establishment.

Table 11

Significant Relationship Between Sex and Level of Awareness

Variables	df	Computed Value	Pvalue	Decision	Interpretation	Strength
Sex & Punishable Acts	2	7.781	0.020	Reject H ₀	Significant	C=0.230 (Weak Association)
Sex & Penalty Imposed	3	10.954	0.012	Reject H ₀	Significant	C=0.273 (Weak Association)
Sex & Duties of the Employer or Establishments	2	8.251	.016	Reject H ₀	Significant	C=0.273 (Weak Association)
Sex & Descriptive Periods	3	7.706	.052	Failed to Reject H ₀	Not Significant	n/a

The chi-square test showed a significant relationship between the sex of the respondents and punishable acts having $\chi^2 (1, N = 147) = 7.781, p = 0.020$. This significant result showed a weak association between the two variables, Cramer's $V = 0.230$. The sex of the respondents showed a significant relationship to the penalty imposed, having $\chi^2 (1, N = 147) = 10.9541, p = 0.012$. This significant result showed a weak association between the two variables, Cramer's $V = 0.273$. The duties of the employer or establishment also show a significant relationship to the sex of the respondents having $\chi^2 (1, N = 147) = 8.251, p = .016$. This significant result showed a weak association between the two variables, Cramer's $V = 0.273$. However, the variable shows no significant relationship between the sex of the respondents and the descriptive period.

As shown in the table, most of the computed values were less than the p-value, resulting in the acceptance of the null hypothesis. Hence, it implies that the variables, except for the sex of the respondents and the descriptive periods, accept the null hypothesis. Also, it states that a significant relationship exists between the sex of the respondents and punishable acts, penalties imposed, and duties of the employer or establishment.

Table 12

Significant Relationship Between Program Enrolled and Level of Awareness

Variables	df	Computed Value	Pvalue	Decision	Interpretation	Strength
Program & Punishable Acts	6	11.699	0.069	Failed to Reject H_0	Not Significant	n/a
Program & Penalty Imposed	9	20.221	0.017	Reject H_0	Significant	C=0.214 (Weak Association)
Program & Duties of the Employer or Establishments	6	3.607	.730	Failed to Reject H_0	Not Significant	n/a
Program & Descriptive Periods	9	13.411	.145	Failed to Reject H_0	Not Significant	n/a

The chi-square test revealed a relationship that is statistically significant between the program enrollment of the respondents and punishable acts. The program enrolled of the respondents showed no significant relationship to the duties of the employer or establishment. The descriptive periods also show no significant relationship to the program enrollment of the respondents. However, the variable shows a significant relationship between the program enrolled of the respondents and the penalty imposed having

χ^2 (1, N = 147) = 20.221, p = 0.730. This significant result showed a weak association between the two variables, Cramer's V = 0.214.

As shown in the table, most computed values were more significant than the p -value, which led to the acceptance of the null hypothesis. Hence, it implies that the variables, except for the program of the respondents and the penalty imposed, accept the null hypothesis. Moreover, other variables reveal no significant relationship between the program of the respondents and punishable acts, duties of the employer or establishment, and descriptive periods.

Table 13

Significant Relationship Between Year Level and Level of Awareness

Variables	df	Computed Value	P-value	Decision	Interpretation	Strength
Year Level & Punishable Acts	6	14.581	.024	Reject H_0	Significant	C=0.223 (Weak Association)
Year Level & Penalty Imposed	9	20.438	0.015	Reject H_0	Significant	C=0.215 (Weak Association)
Year Level & Duties of the Employer or Establishments	6	4.947	.551	Failed to Reject H_0	Not Significant	n/a
Year Level & Descriptive Periods	9	18.027	0.035	Reject H_0	Significant	C=0.202 (Weak Association)

The chi-square test of independence revealed a noteworthy association between the respondents' year level and the occurrence of punishable acts, with a χ^2 (1, N = 147) value of 14.581 and a p -value of .024. This significant result showed a weak association between the two variables, Cramer's V = 0.223.

The year level of the respondents showed a significant relationship to the penalty imposed, having χ^2 (1, N = 147) = 20.438, p = .015. This significant result showed a weak association between the two variables, Cramer's V = 0.215. The descriptive periods also show a significant relationship to the year level of the respondents having χ^2 (1, N = 147) = 18.027, p = .035. This significant result showed a weak association between the two variables, Cramer's V = 0.202. However, the variable shows no significant relationship between the year level of the respondents and the duties of the employer or establishment.

As shown in the table, most of the computed values were less than the p -value. Thus, the null hypothesis was accepted. Hence, it implies that the variables except for the year level of the respondents and the duties of the employer or establishment accept the null hypothesis that states a significant relationship exists between the year of the respondents and punishable acts, the penalty imposed, and descriptive periods.

6. Conclusion

This study is designed to investigate the extent of familiarity among college students enrolled in the College of Arts and Sciences at the University of Cebu-Main Campus for the academic year 2022-2023 concerning RA 7877, or the Anti-Sexual Harassment Law of 1995. The research centers on the analysis of the socio-demographic attributes of the respondents, their level of awareness regarding RA 7877, and the potential correlations between their socio-demographic characteristics and their perception of RA 7877.

The study includes four distinct groups of respondents from the College of Arts and Sciences: those enrolled in the Political Science Program, Psychology Program, AB-English Language, and Performing Arts Program. Most respondents fall within the age range of 22 to 24 years, are female, and are pursuing a degree in Psychology, primarily in their fourth year of study. Regarding their awareness of RA 7877, or the Anti-Sexual Harassment Law, respondents exhibit different levels of awareness across various domains: they are fully aware of punishable acts, aware of the penalties imposed, fully aware of the duties of employers or establishments, and fully aware of the descriptive periods. Notably, the respondents demonstrated the highest level of awareness regarding the duties of the employer or establishment, while their awareness of the imposed penalties could be higher. The statistical tests revealed significant relationships between various factors: age and the descriptive period, sex and awareness of punishable acts, sex and awareness of the duties of employers or establishments, and sex and other variables.

Furthermore, the program in which respondents are enrolled exhibited a significant relationship with the awareness of penalties imposed and descriptive periods. In contrast, variables such as punishable acts imposed penalties and the year level of the respondents also showed significant relationships. In conclusion, the respondents generally exhibited good awareness of RA 7877, rendering an action plan unnecessary.

The study, which exclusively examined the awareness of RA 7877 among students in the College of Arts and Sciences, offers valuable insights within its specific context. However, it is vital to recognize its limitations. By focusing solely on this group, the study may only partially represent the awareness levels of students across other academic programs, particularly those related to law and legal studies. Students pursuing legal courses often engage in in-depth discussions of laws like RA 7877, which may result in heightened awareness and comprehension of legal matters. Conducting a similar study involving students in law-related programs could reveal differing levels of awareness, highlighting the need for a more comprehensive examination of awareness among diverse student populations.

The study's findings underscore that students in the College of Arts and Sciences exhibit a high level of awareness regarding RA

7877, or the Anti-Sexual Harassment Law. Most participants fall within the 22-24 age range and are in their fourth year of study. Notably, most participants are classified as "Fully Aware." This heightened awareness can be attributed to their imminent On-Job Training, which typically includes seminars on Sexual Harassment and relevant laws. It is evident that the age and year level of the respondents significantly

contribute to their level of awareness on this subject. These factors play a crucial role in shaping the respondents' understanding of RA 7877 and emphasize the importance of tailored educational interventions at specific stages of students' academic journeys.

It reveals that students from the College of Arts and Sciences know RA 7877, or the Anti-Sexual Harassment Law. The majority of participants are around 22-24 years old and in the (4th) Fourth Year Level. Most participants are Fully Aware because they are preparing for On-Job-Training, which includes seminars about Sexual Harassment. These factors on the Age of the respondents and Year level greatly influence the level of awareness among respondents.

Based on the findings and conclusions regarding Students' Awareness of Anti-Sexual Harassment, the researchers have crafted insightful recommendations for future investigations. It is clear that factors such as the respondents' age and Year level significantly contribute to their heightened awareness of Anti-Sexual Harassment. Therefore, researchers suggest that future studies examine the respondents' socio-demographic profiles and how these characteristics influence their awareness levels. Researchers can better understand the dynamics and uncover nuanced insights to inform more targeted educational and awareness campaigns by delving deeper into the interplay between these factors and awareness.

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