

News Framing Analysis about Sexual Harassment on Men in the Work Environment KPI on Online Media (detik.com and tribunnews.com)

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Abstract

The pervasive nature of sexual harassment makes it a complex, elusive, and hard to prove crime. News of this kind of case can be found on some media platforms with various speculations that do not necessarily support the victim. These 'leanings' are often found in online news. The main focus of this research is the framing of online media regarding the case of an employee of the Indonesian Broadcasting Commission (KPI) who was a victim of sexual harassment by colleagues. This study uses a descriptive qualitative method with a critical paradigm using the Robert M. Entman model frame analysis to answer the research question with the object of the study being the news from detik.com and tribunnews.com related to the sexual harassment case. The result of the analysis reveals that the reporting from detik.com and tribunnews.com provides their own biased descriptions. These media representations did not only cover the side of the victim but also that of the institution.

Keywords

framing analysis; sexual harassment; bullying



I. Introduction

In 2021, cyber news platforms were buzzing with reports of sexual harassment also bullying against an employee at the Indonesian Broadcasting Commission (KPI). The incident made it to the news as it had already went viral on social media. The victim, who was a male employee, whose identity had been protected behind the initials MS, had finally mustered his courage and shared his gut-wrenching experiences and suffering at the hands of his colleagues from 2012 to 2015. The group of alleged perpetrators were also male. The victim decided to reveal the truth, his side of the story, through a letter addressed to the President of the Republic of Indonesia, Joko Widodo. (<https://www.kompas.com/sains/read/2021/09/02/213349023/viral-kabar-pegawai-kpi-pusat-alami-pelecehan-seksual-di-kantor-ini?page=all>)

According to the victim's narrative, he not only experienced sexual harassment but he was also constantly bullied. His colleagues resorted to unprofessional and unethical behavior when they took off the victim's clothes to take pictures of him. The victim was also thrown into the swimming pool against his wishes, and he was constantly verbally insulted with demeaning swear words containing elements of SARA (*Suku, Agama, Ras, Antargolongan*) which refers to ethnicity, religion, race and intergroup relation. The continued nefarious experience has had an impact on the victim's physical and mental health where he now experiences constant stress as well as PTSD (Post Traumatic Stress Disease). The victim had reported the harassment to National Human Rights Commission (Komnas HAM), and the incident was categorized as harassment and bullying in the form of a crime. National Human Rights Commission (Komnas HAM) also advised the victim

to file a statement to the police. The victim proceeded to do so immediately and went to the police, but the response was not satisfactory. After that, the victim also reported to the boss, but the response that he got was just simply transferring the victim to a different division from the bullies. (<https://news.detik.com/berita/d-5706282/miris-dugaan-pelecehan-seksual-di-kantor-kpi>)

Harassment can be defined as a situation when the occurrence of unwanted behavior related to a person's gender and sexual harassment is where any form of unwanted verbal, non-verbal or physical behavior of a sexual nature, both of which occur with the aim or effect of violating the dignity of a person, and creating intimidating, hostile, demeaning, insulting or offensive environment (Stephens, T., 2006: 15).

Male victims of sexual harassment are often overlooked and brushed aside because of social stigmas and societal stereotypes shaped about men. Exact statistics about sexual violence against men in Indonesia are currently unknown due to under-reporting and the widespread stigma surrounding the issue. Sexual harassment remains a hot topic of discussion in current affairs, with assaults and fatal attacks frequently making the news. However, the prevalence of the issue also makes it commonplace and an overexposed issue with readers and internet trolls often attributing blame to the victim, especially male sexual violence. On the other hand, is only recognized as commonplace and not extraordinary. However, despite the existence of sexual violence incidents against men, the sub-topic is often silenced due to its taboo nature and is often classified under the guise of torture (Solangon, 2012: 419). Not to mention, that the victims themselves may feel the brunt of ridicule when they decide to speak up.

According to the Report of the Quantitative Study of the Gender Equality Barometer issued by the Indonesia Judicial Research Society (IJRS) and INFID (International NGO Forum on Indonesian Development) in 2020, at least 33% of sexual violence reported, more specifically sexual harassment, is experienced by men. The main issue is that there is a bad culture reigning in the country where the rape of men is often ignored and not even reported is due to the term “*toxic masculinity*” which insinuates that instances involving male victims of rape must be unreasonable as based on their ‘superior’ gender, men should be able to protect themselves, therefore, harassment is almost impossible. (<http://ijrs.or.id/kekerasan-seksual-pada-laki-laki-diabaikan-dan-belum-ditangani-serius/>)

However, in the case of the KPI victim, it was pressure about the case getting the public's attention that finally propelled the authorities, then the police finally make call the five perpetrators suspected of committing the crimes. At first, the police had not taken the suspect reports seriously, the victim doesn't get any good response from the police also from the boss. (https://news.detik.com/berita/d-5707063/polisi-ungkap-peran-5-terlapor-dik kasus-pelecehan-seks-di-kantor-kpi?_ga=2.152785401.119535504.1644921354-1142160093.1644671353) But, after they got the spotlight the police mentioned that they actually accompanied the victim to make his report and that the recent report is the one that they had received.

After the five perpetrators had been thoroughly investigated, it was found that the victim had certainly been a target of sexual harassment. And based on the collective of perpetrators and their combined power, they could have definitely sexually assaulted the victim. The main aspect about sexual harassment is a display of power and authority, which is the ability to influence or control other people, most discussions of sexual harassment usually focus on the abuse of organizational power (Berdahl JL, 1996: 528). According to feminist research, sexual harassment is about power and is a manifestation of authority over others. It is a misuse of power, as Anita Hill statement who notably spoke out publicly about workplace sexual harassment such an abuse of power. It's a tactic for

maintaining and controlling power imbalances. Because of shifting social and workplace dynamics, dominant or privileged identities must make room for historically marginalized and oppressed groups. Sexual harassment is one technique to reject inclusion and maintain the status quo (<https://www.thenewsminute.com/article/why-workplace-sexual-harassment-about-power-99415>)

The news regarding the harassment of employees in the work environment attracted the attention of the mass public. On top of that, online media also contributed to bringing this topic to the public. Online media platforms provided the public with the opportunity to share their opinions and feedback on the ongoing issue, a more modern way for thousands of users to contribute to the ongoing discussion about sexual harassment and violence. Online media and social media platforms also allow individuals to disseminate their ideas and information without any cost as with traditional mass media of the past (Hanson, 2019: 174). Social media is an example of a relatively recent development of information technology (Marbun *et al*, 2020).

Online media platforms provide is a steady stream of information to the public and play a pivotal role in delivering news reports in a time-sensitive manner, often in real-time. However, for the framing of news, each media platform has its own point of view. Therefore, for the same incident, readers can discern the different tendencies as well as the stands that the media outlets take.

The sources of the online news used in this article were issued from two national online media websites *detik.com* and *tribunnews.com*. They heavily covered the news of the sexual harassment incident in the KPI (Indonesian Broadcasting Commission) work environment, where both media outlets constructed the news they published on 1 September 2021 when the rumors about the case went viral. These two media firms were chosen because they are online media news portals that are quite popular in Indonesia. And, based on alexa.com, which is a site that tracks the number of visitors to a specific website and displays data, *detik.com* (<https://www.alexa.com/siteinfo/detik.com>) and *tribunnews.com* (<https://www.alexa.com/siteinfo/tribunnews.com>) are two of the most frequently visited websites in Indonesia.

This incident was also raised and discussed in several other online media. This incident further explored the issue of human rights. In Indonesia, the term “sexual harassment” is not registered in the Criminal Code (KUHP), only the term “obscene acts”. And “obscene acts” in the Criminal Code are regulated in the Second Book of Crimes, Chapter XIV concerning Moral Crimes (Article 281 to Article 303), refer to decency violation. (<https://nasional.tempo.co/read/1502010/kasus-kpi-berapa-tahun-penjara-ancaman-hukuman-pidana-pelaku-pelecehan-seksual>). And this has caused much speculations as the victim was the target of harassment and assault as from 2012 and went on for years. The perpetrators have not been brought to justice till today and the victim is still fighting for recognition of the physically also mentally and looking for the perpetrators to be held responsible.

For this research, framing is a concept that can be used for technical analysis. The use of framing allows the reader to be aware of the direction and the stand that the media takes on an issue and what interests the media hold. Basically, this analysis addresses how a media text is seen as an important part of a system and can provide a means for the public to be able to process these texts (Eliya, 2019: 28). Framing can be simply described as an analysis in order to find out how reality (events, actors, groups, etc) is framed by the media in which social reality is interpreted and constructed with a certain meaning (Eriyanto, 2002: 3).

Regarding the case of alleged sexual harassment in the work environment, various online media have reported on it from various angles. According to McLuhan, (Morissan, 2013: 493) the media holds power as they can craft a message in such a way to influence the audience. In other words, the media can sway the opinions of millions with the right approach, or the right framing of an issue.

Framing is a way of providing multiple overall interpretations for an isolated fact. And to do this is almost unavoidable by journalists and thus sometimes deviates from pure objectivity and may expose, unwanted biases. When information about an event is provided to the news media by a source, it arrives with a frame that is constructed according to the source's purpose and is unlikely to be purely objective. (McQuails, 2010: 318).

The framing model used in this study is that of Robert M. Entman (1993) in McQuails (2010: 318), in which framing involves selection and significance it means to frame is to select some aspects of a sensed of reality and make it more prominent in a communicating text, in such a way as to promote the main aspects of framing were defining problems, causes, diagnosing causes), make moral judgments and offering solutions (treatment recommendations).

Based on the description above, it is these four elements that will be the basis of this study to find out how the point of view of an online media can frame a certain event and push readers to take a stand. The object of research, that is, the two main articles related to the framing of reports of sexual harassment in men in the KPI (Indonesian Broadcasting Commission) work environment in this study were taken from the online media platform detik.com and tribunnews.com.

II. Review of Literature

2.1 Social Construction Theory

The theory used in this research is the Social Construction Theory of Reality proposed by Berger and Luckmann. This theory discusses the process by which people build their understanding of the world together. In the field of communication, two elements are most relevant: (a). the central assumption that people understand experience by constructing models of the social world and how it works and (b). emphasis on language as the most important system through which reality is constructed. The resulting implication is that conversation serves as an important tool for the maintenance of reality. It is set in the main part of the social construction of reality, the special role of language, and social construction as theory (Littlejohn, 2009: 891-892). Furthermore, the theory of social construction is very important for communication because through verbal exchanges, we build the social world and our understanding of it, then create the social world through our words, actions, and media products (Littlejohn, 2009: 894).

Then, in the social construction of mass media, for each media has a different focus according to the vision and mission of the media itself. And things that can be analyzed include incumbency, positions and the other important focuses that can be analyzed are information that could touch the audience, it could be a sensitive and sensual issues (Santoso, 2016: 34).

2.2 Mass Media

Mass media is the depiction of communication instruments, according to McQuail (Morissan, 2013: 480), it can provide a wide reach to the masses or audiences and provide views on social reality. In addition, mass media also has a role in disseminating various

news or information in the community. Mass media channels that we usually use include radio, television, books, magazines, newspapers, films, sound recordings, cell phones, and computer networks. (Baran J, 2019: 50).

However, the impact of the Internet on today's mass media is not only more dramatic than that of television, its predecessor, but also far more disturbing as there are several new functions which the Internet provides and is often enhanced with new updates. For example, whatever conventional newspapers do, they can do it online much swifter, without a large cost and definitely reaching thousands of users in a matter of minutes (Baran J, 2013: 355). Modern mass media platforms transcend time and space.

2.3 Online Media

McLuhan's main idea about media is that messages can be applied to the internet or to certain forms of the World Wide Web, such as online news sites. McLuhan also stated that new media platforms often use traditional media as role models for content which is then applied to the cyber platforms (Severin, 2014: 379). Over the last few years, the transmission of media content has moved from old media channels to digital media online, which has enabled people to access content whenever and wherever they want (Hanson, 2019: 1096), and often without a cost.

Online media plays an important role in disseminating information because nowadays the public does not only need actual and accurate news, but timely as well. The most important factor is the speed with which the news is delivered and received. And online media can make that happen through online news portals (Eliya, 2019: 12).

2.4 News

In defining news, one can explore the list of characteristics and values that journalists use when they choose which news to report. The list includes timeliness, proximity, excellence, consequences, scarcity, and human importance (Hanson, 2019: 607-613).

The media does not set out with the aim of teaching or learning, but only offers a service where various items of information are available for the audience to choose according to their interests. The extent to which news has an impact depends on its reach to an audience who pays attention to the content, understands it and is able to remember or recognize some of it after the incident. Reports can be presented differently depending on the principles and ideology of the media. In its presentation, framing is carried out where the topic and thematic purpose of being framed is for easier understanding, and it makes sense to help audiences use the same frame in processing incoming news (McQuails, 2010: 420-421).

2.5 Framing Analysis

According to Erving Goffman (1974), who is considered as the founding father of framing focuses his main idea on framing to contextualize present experiences. By paying attention to what stands out in a particular situation, according to him, people can identify the relevant terms of reference and can provide appropriate interpretations. Then according to William Gamson and Andre Modigliani (1987: 143) their definition of framing is more specific in their role of interpreting communication messages, where a frame requires a center to organize ideas or story lines that can give meaning to the ongoing series of events. Furthermore, Robert M Entman (1993) highlights the ability of communicators to intentionally structure information such as to guide the public towards certain intended interpretations (in Baden C, 2020: 231).

Using framing as a method of analyzing media content or text, the goal is to understand how the media is constructed of reality, which focuses on what the media's understanding and meaning of reality are and how reality is characterized (Eriyanto, 2002: 12). The framing proposed by Entman refers to providing definitions, explanations, evaluations, and recommendations in discourse to emphasize a certain thought about an event (Eriyanto, 2002: 224). Robert M. Entman defines framing as the process of annihilating some elements of perceived reality and assembling a narrative that highlights the relationships between them to promote a particular interpretation. Fully developed frames usually perform four functions: problem definition, causal analysis, moral judgment, and remedy promotion (Entman, 2007: 164).

Framing concepts consistently offer a way to describe the power of communication texts. Framing describes the precise way in which human consciousness influences or communicates by moving or communicating information from one location such as speech, news report, or novel to that consciousness. (Entman, 1993: 52)

III. Research Method

This research is a qualitative descriptive study with the aim of systematically describing the framing of the reporting on the sexual harassment of men in the KPI in which the news was the object of this research. The primary data sources for this research are the online media platforms detik.com and tribunnews.com and the secondary data sources are journal literature, books also some of online news articles and reports.

To analyze the data in this study, the framing model analysis with four categories of elements will include defining problems, diagnosing causes, making moral judgments and treatment recommendations. Through these four elements, the media is seen as framing of sexual harassment of men in the KPI and try to sway their opinions. For the elaboration of the four elements, they are:

- a. Define problems, how to understand a topic or event.
- b. Diagnose cause, which aims to identify the forces that created the problem, what and who was the trigger of an event.
- c. Make moral judgment, it's (conducting a moral evaluation) to evaluate and see the impact and what moral values are used to legitimize.
- d. Treatment recommendations, it's all about the suggestions or solutions are shared in solving problems.

In this study, the framing analysis model was carried out on news in these two online media detik.com and tribunnews.com which discussed sexual harassment of men in the KPI (Indonesian Broadcasting Commission) work environment with the following description:

Table 1. News of Sexual Harassment of Men in the Work Environment of KPI

No.	Online Media Platform	News Headlines	Publication Date	Link
1.	Detik.com	"Geger Kabar Pelecehan Seksual dan Perundungan di Kantor KPI" (Shock, Rumors of Sexual Harassment and Bullying at the KPI Office)	Wednesday, 1 September 2021	https://news.detik.com/berita/d-5705871/geger-kabar-pelecehan-seksual-dan-perundungan-di-kantor-kpi/1

2.	Tribunnews.com	“Heboh Pengakuan Pegawai KPI Kerap Dirundung, Dilecehkan hingga Ditelanjangi Rekan Kerja” (Viral Confessions of KPI Employees Often Bullied, Harassed and Stripped by Colleagues)	Wednesday, 1 September 2021	https://www.tribunnews.com/nasional/2021/09/01/heboh-pengakuan-pegawai-kpi-mengaku-kerap-dirundung-dilecehkan-hingga-ditelanjangi-rekan-kerja
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Source: By Researchers, 2022

IV. Results and Discussion

4.1 Results

Framing Analysis of Robert M. Entman at Detik.com and Tribunnews.com

Both media online article were highlighted the sexual harassment and bullying that was sustained by the victim. By applying the framing analysis model of Robert M. Entman to this piece of online news, we can deduct the following issues in each of the four categories of the framing model:

Define problem, the victim who is an employee of the Indonesian Broadcasting Commission (KPI) experienced sexual harassment by a group of male co-workers, the victim also experienced bullying that had been going on for years. Defining the problem is emphasized in the statement that the victim was harassed and then photographed naked and subjected to other types of demeaning behavior. Other than that, on tribunnews.com their define problem side that there are incidents of bullying and sexual harassment in the work environment of KPI (Indonesian Broadcasting Commission) at the Head Office, where the news is circulating through a short message application with the intention of reaching the public and also specific to the President of the Republic of Indonesia, Joko Widodo.

Diagnose cause. By diagnosing this cause so that the source or root of the problems in the news is known. This problem appear because there is no existence of the sexual harassment regulation on our criminal code, it caused the confusing of the victim to protect themselves from the predators then it made the issue about sexual harassment hard to prove as a crime. Which in this case, it is such a sprint-breaking incident when the victim confession about the perpetrators who committed the act are also male, which means this treatment is carried out against the same gender and carrying out their actions (harassment and bullying) the perpetrators do it in groups. Other than that, the victim reports are no one is taking it seriously, therefore, he has to resort to a press release to the President of Indonesia. He made a statement that he is not able to resign from work due to Covid, nor can he get the help he needs from the authorities nor the bosses at KPI.

Make moral judgment. By reporting on the incident experienced by the victim, it adds to the list that justice for victims of sexual harassment and bullying must be upheld regardless of gender and incidents like this should not be underestimated and it should be clear too on our law system. For example, the narrative of National Human Rights Commission (Komnas HAM) which categorizes the harassment and bullying experienced by the victim as a criminal form and the victim is advised to make a direct report to the police. Besides, the victim stated that there was unpleasant attitude by KPI who did not take look or investigated into the matter.

Treatment recommendation, which is a suggestion or solution given to solve the problem here, is the KPI responding to an open letter made by the victim by conducting an immediate investigation by calling the perpetrators and victims. Not only that, KPI also stated that it does not condone bullying and provides protection, legal assistance and psychological recovery for victims and takes action against perpetrators if proven guilty later according to applicable law. would carry out an investigation as soon as possible on both parties. However, the right treatment for the victim is to assist in psychological recovery also mental health counseling and never hide about these issues.

In the news by detik.com, a wide space was shared with the victim by outlining some of the contents and essence of the open letter that the victim wrote about how the incident and its impact on his health. Then the news packaging was closed by outlining the important points of the resource persons, namely the KPI. On tribunnews.com, the frame emphasizes more on incidents like what happened to the victim, where the audience can immediately find out how the perpetrators were treated through the headlines displayed. In the description of the news made, tribunnews.com also packs it so that readers understand the storyline, starting with explaining where the source of the victim's narrative came from and explaining the intentions and goals of the victim who finally dared to speak up, then what types of bullying and words used.

These two media platforms are actually raising awareness about a taboo issue, something that is generally ignored or shamed in the Indonesian society. In addition, tribunnews.com also displays a moral attitude by stating the irony of the occurrence of this same-sex harassment, which is male. It's more ironic actually when the police also the institutions as the victim workplaces (KPI) doesn't take this incident seriously before it goes viral on social media. Which, it has been several years that the victim looking for the justice, and in that long time the victim also fight to recover his mental also physical that had been damaged by this incident.

4.2 Discussion

a. Social Construction of Mass Media on Reporting of Sexual Harassment on Men

In the process of preparing material to construct an issue in the mass media, it is the work of the editorial team, where each media has its own way and point of view by adjusting the interests, vision and mission of the media (Santoso, 2016: 34). To interpret the message, a framing is needed to be able to give meaning to an existing event (Baden C, 2020: 231). The framing of a news story in the media is constructed by journalists to attract audiences and at the same time convey information. Based on the news about sexual harassment and bullying of men in the KPI work environment, it appears that the two media tend to provide support to victims by describing and emphasizing what is experienced by the victim. Both covered how the harassment was carried out as well as how the bullying occurred, then both media also mentioned the gender of the victim and that of the perpetrators, which with this kind of media framing can also influence the reader to take a stand. However, the two media outlets also explained the statement from the KPI (Indonesian Broadcasting Commission) which here as the agency is also responsible for the clarity of this case in the future.

In this report, the focus of the analysis taken by the two media to be constructed based on the theory of mass media construction is on information that touches the audience, for example sensitive and sensual issues (Santoso, 2016: 34). Where this bullying case is a sensitive issue accompanied by sexual harassment which is also a sensitive and sensual issue.

However, the news in the two media have not included the legal rules that apply in Indonesia. The explanation of regulation about it was so important, the public should know about the repercussions, the consequences, rules, norms and applicable laws governing cases of sexual harassment and assault. There was also a lack of a hotline to call in case a citizen with similar issues could reach out.

b. Sexual Harassment on Men

The researchers based on 2008 Australian Human Rights data, found 282 articles describing specific cases or incidents of sexual harassment, most of which reported scenarios involving male perpetrators of abuse targeting women. Fewer than one in six media articles described cases involving multiple targets and very few cases were reported as “unusual”, such as those involving a female harasser or a male target of harassment. In particular, articles that address men as targets are about 8% less reported. This means that although sexual harassment is mostly experienced and reported by women, men are generally considered the target of a substantial but growing minority (McDonald, 2013: 98).

For Indonesia, according to a survey by the Coalition for Safe Public Spaces (KRPA) of 62,224 respondents, one in ten men is harassed in public places. According to data from the Indonesian Child Protection Commission (KPAI), the majority of victims of sexual violence in 2018 were boys, with 60% of boys and 40% of girls becoming victims of sexual violence. Then, in the age group of 13-17 years, the rate of sexual violence against men is twice as high as that of women, which is 8.3% and 4.1% for women, this is based on data from the Ministry of Women's Empowerment and Child Protection in 2017. However, unfortunately, many of these male victims chose to remain silent and did not report (<http://ijrs.or.id/kekerasan-seksual-pada-laki-laki-diabaikan-dan-belum-ditangani-serius/>).

According to sexologist Zoya Amirin, a majority of male victims choose not to report and also decide not to talk about the incident because they are afraid of the stigma that will be attached to them, especially in a society that has existed with an ingrained patriarchal culture where men are believed to be strong beings and can protect themselves. Another sexologist, Haekal Yassier also agrees about the reason why men remain silent is due to societal stigma (<https://www.cnnindonesia.com/gaya-hidup/20210904114937-284-689678/psikolog-patriaki-buat-lelaki-malu-lapor-kekerasan-seksual>). On top of this, some of men may be too shame to report sexual harassment, or they may consider it to be “unmanly” to report such behaviour. (<https://theconversation.com/many-men-are-sexually-harassed-in-the-workplace-so-why-arent-they-speaking-out-93081>)

Based on the survey results from research conducted by Ibrahim, (2021), of the 45 male respondents, 22.2% (10 people) experienced sexual harassment. Meanwhile, out of 46 female respondents, 54.3% (25 people) experienced sexual harassment. Then, from the survey, victims also reasoned not making a report not only because they were afraid of negative stigma, but also because they did not know how and to whom to report and felt that their case would not be responded to.

In the case of sexual harassment against men in the KPI (Indonesian Broadcasting Commission) work environment, the victim said that at first when reporting the case, the authorities did not respond to it, so the victim decided to open his voice to the public to describe what happened after realizing no one took him seriously. Regarding the law that regulates this case is Article 289 of the Criminal Code (KUHP) which stipulates, “Anyone with violence or threats of violence forces someone to commit or allow an obscene act to

be carried out on him, is punished for violating decency with a maximum imprisonment of nine years.”

From the description in this article, the Government of Indonesia must take serious action, especially regarding this sexual harassment. Where the idea of the Bill Draft on the Elimination of Sexual Violence (RUU-PKS) can be the answer in terms of combating sexual harassment. Not only that, from the company or workplace side, it is also necessary to make separate rules to protect victims. In (Stephens, 2006: 23) every case of sexual harassment or bullying.

V. Conclusion

Sexual harassment and bullying are issues that will always be discussed in the media because they are not in accordance with existing norms and are heavily criticized by the public. When this issue emerged, various online media covered it including detik.com and tribunews.com. The two online media platforms framed the news containing the victim's statement and then also used the same interviewees. However, there are still differences in the framing that the media creates. From the description of the news, it can be seen that the media is not only conveying a message but also acting as a source of information.

From the research results, it can be concluded that the defining problem is the occurrence of sexual harassment and bullying of fellow employees at the KPI (Indonesian Broadcasting Commission) office. To diagnose the cause, the victim expresses his attitude and makes a report on what had happened to him. Make moral judgment, showing that harassment and bullying can physically and mentally damage the victim, both of which are forms of crime that can be prosecuted. Treatment recommendation, that the KPI (Indonesian Broadcasting Commission) regarding the case be investigated, entered the realm of law and the victim can get protection and assistance both from a legal perspective and for the benefit of the victim's health.

The media have power in terms of disseminating information and news, where the media can construct according to their ideology and point of view. Therefore, differences were found on several sides of the news. With this research, it is hoped that in the future the media will continue to convey information in a clear and coherent manner as a competent medium for victims or resource persons.

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