

Physical Education, Health and Social Sciences

<https://journal-of-social-education.org>

E-ISSN: [2958-5996](#)

P-ISSN: [2958-5988](#)

A Voiced to Be Raised: Physical, Workplace & Cyberbullying Harassment from Myth to Reality

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Abstract

Sexual harassment is a problem, with forms workplace harassment, cyberbullying that have significant psychological and social impacts. It illuminates misconceptions perceptions concerning the seriousness of these forms of harassment that have significant psychological, and social repercussions. The increasing prevalence of bullying in physical, workplace, and cyberbullying has transformed from a mythologized issue into a harsh reality affecting individuals across all demographics. Physical bullying emerges definitely defined power dynamics, needs the direct display of aggression and violence which lead to permanent trauma for the victims. Workplace bullying, characterized by intimidation, and undermining behavior creates toxic environments to work. Cyberbullying has digital platforms to harass and make members to feel alone, frightened, and helpless or deal of being bullied. It emphasizes to raise awareness about these issues through education and policy reform. Our motive is to raised voice against all types of harassment that we must listen to victims to create a culture nourished on respect and safety.

Objectives: The purpose of this study is to analyze the workplace harassment, cyberbullying and sexual violence, discuss the consequences of the above issues on physical or psychological health, and suggest implement ways to address these issues in different settings.

Result: It indicates how cultural attitudes and social aspects resulted in the normalizing of harassment, letting off the hook perpetrator and making hard for victims to seek justice and support. It indicates that it is almost impossible to break the cycle of harassment without a change in societal perspectives.

Conclusion: It conclude to resolve sexual harassment and emphasizes the importance of empowering victims to speak out and for society that respects the dignity and safety of all persons.

Keywords: Physical Harassment, Workplace Harassment and Cyber-bullying

Background

Bullying and harassment have been pervasive issues affecting individuals in various environments, including schools, workplaces, and online platforms. While bullying was once considered a rite of passage, it is now recognized as a significant public health concern with serious psychological and

social consequences (Smith et al., 2019). This review aims to dissect the different forms of bullying—physical, workplace, and cyberbullying—by examining their prevalence, psychological impact, and intervention strategies. Sexual harassment is a problem, with forms workplace harassment, cyber bullying that have significant psychological and social impacts. It illuminates misconceptions perceptions concerning the seriousness of these forms of harassment that have significant psychological and social repercussions. The increasing prevalence of bullying in physical, workplace, and cyber bullying has transformed from a mythologized issue into a harsh reality affecting individuals across all demographics. Physical bullying emerges definitely defined power dynamics, needs the direct display of aggression and violence which lead to permanent trauma for the victims. Workplace bullying, characterized by intimidation, and undermining behavior creates toxic environments to work. Cyber bullying has digital platforms to harass and make members to feel alone, frightened, and helpless or deal of being bullied It emphasizes to raise awareness about these issues through education and policy reform. Our motive is to raise voice against all types of harassment that we must listen to victims to create a culture nourished on respect and safety.

Physical Bullying: From Myth to Reality

Physical bullying involves direct aggression, such as hitting, pushing, or other forms of bodily harm. It predominantly occurs in school settings but can also be observed in public spaces and among adults. Research indicates that physical bullying leads to severe mental health issues, including anxiety, depression, and post-traumatic stress disorder (PTSD) (Olweus, 2020). The myth that physical bullying is just a childhood phase is debunked by studies demonstrating its long-term effects on victims' self-esteem and social relationships (Espelage & Swearer, 2018). Workplace Bullying: A Hidden Crisis. Workplace bullying is characterized by repeated, harmful behavior toward an employee, creating a toxic work environment. It includes verbal abuse, social exclusion, and professional sabotage. According to Einarsen et al. (2021), workplace bullying is associated with increased stress, burnout, and job dissatisfaction, ultimately reducing productivity and organizational morale. Despite awareness campaigns, many employees remain silent due to fear of retaliation, perpetuating the cycle of abuse.

Psychological and Organizational Impact

Workplace bullying not only affects individual employees but also has broader organizational consequences. Studies show that businesses with high rates of workplace bullying experience increased turnover, lower employee engagement, and higher absenteeism (Hoel et al., 2020). Addressing this issue requires strict policies, leadership commitment, and employee support systems.

Cyberbullying: The Digital Threat

Cyberbullying has emerged as a new form of harassment, facilitated by digital platforms and social media. Unlike traditional bullying, cyberbullying allows perpetrators to remain anonymous, making it more pervasive and difficult to control. Victims experience emotional distress, sleep disturbances, and suicidal ideation at alarming rates (Kowalski et al., 2018).

Physical Harassment

Physical Harassment is a global problem that cuts across all boundaries of culture, age, and economics. It takes several forms, for example sexual imposition ranging from touch to abuse. The problem of physical harassment is widespread and cuts beyond age, financial class, and cultural borders. It can show up as a variety of things, from unwelcome contact to more violent crimes. Women mostly experience sexual violence through assault and harassment. Women have had vice at

work for lack of a better way between 40% of 75% of women in nations such as America. Sexual abuse is still a pervasive crime, and at least 36%² of women claim to have been victims of sexual violence in their lifetime.² Most recently, movements such as Me-too and Times Up have shed light on the issues of sexual harassment and abuse and their concerns about women's health. Self-reported health conditions associated with sexual harassment were reported in women three times more than those who were not sexually harassed compared to sexual assault and sexual harassment and assault among pregnant adolescents has shown a range from three-fold to eight. Although such studies showed that harassment and assault are often linked to negative and undesirable outcome, there are several shortcomings one can draw towards their conclusions. Self-report is predominantly used in observance studies and in particular studies that seek to eliminate sexual harassment for purposes of assessing physical health. Status that relates to poverty, access to health care, health education – all may affect outcome measures because they will affect mood, memory, reporting physical health problems, and recognition of health issues which are timely relevant.

A Comparative Global Analysis of Sexual Harassment in Public Transportation

The current piece looks at the increasing incidence of sex discrimination, a crime that occurs frequently yet is rarely reported in transit situations. The findings come from a global cross-sectional study of 11,710 university students in 18 cities across six continents on their experiences as victims of verbal, physical & non-verbal/non-physical sexual harassment while using mass transit. Sexual harassment was so "pervasive and normalized" in any respect metropolis sorts, however as a result of what made up the situation within each city kind influenced the character, incidence and site of every form of sexual harassment (in response to this research). Certain individual student traits as well as contextual factors inherent to the commuting environment can increase harshness. A number of transit environments are more prone to some types of sexual harassment than others. While female students feel the impact in far greater numbers, male students present as survivors too. Multifaceted responses to harassment wrap review

The Impact of Sexual Harassment and Assault on the Mental and Physical Well-Being of Midlife Women

Sexual harassment and assault are common among midlife women and are linked to negative health outcomes. Sexual harassment is associated with higher blood pressure and poor sleep, while assault is tied to mental health issues and sleep problems. Health interventions for women should address these issues to improve overall well-being. Sexual harassment and sexual assault are prevalent issues faced by women, with estimates indicating that 40% to 75% of women in the U.S. have encountered workplace harassment and over a third have experienced sexual assault. Recent movements like Me-too and #Times Up have increased public awareness of these problems and their impacts on women's health. It also shows a correlation between sexual harassment, sexual assault, and negative mental and physical health outcomes. However, existing studies often rely on self-reported data, which can be influenced by various biases, including mood and socioeconomic factors. Additionally, many studies do not adequately control for important confounding variables, such as socioeconomic status and medication use, and frequently use simplified measures rather than comprehensive assessments.

In a study involving 304 midlife women, researchers examined how a history of sexual harassment and assault relates to health indicators like blood pressure (BP), depression, anxiety, and sleep quality. High BP is a significant risk factor for cardiovascular disease, the leading cause of death among women, while depression and anxiety rates are notably higher in women compared to men. The researchers hypothesized that experiences of harassment and assault would be linked to increased

BP, heightened depressive and anxiety symptoms, and poorer sleep, after accounting for confounding factors.

Sexual Harassment and Assault as Predictors of Sleep Issues: The Mediating Role of Nightmares in Norwegian University Students

It examined: the synergistic effects among different types of sexual harassment (verbal, articles, photographs, nudity, & physical) and attempted or accomplished rape with: a meeting of insomnia diagnostic criteria and length of sleep using data from our capture a sample of 49,051 Norwegian university students (69.2% women); joint accumulated gendered conflict publicity on coming across conditions for insomnia & resting time; and how many times bad dreams might be liable for the association between adverse sex profits events and sleeping disarrangements whether it is through insomnia or slumber duration. All types of harassment as well as “indecent exposure” and “unwanted sexual photographs” among male students were negatively associated to sleep for both genders except men who reported indecent exposure compared to women where all CSR modify the quantity and quality of sleep, with Ker type by gender associations elsewhere than being significantly Ks incidence data set Creative Commons attribution by Rape 95% CI.

Incidents of Sexual Assault and Rape Among Colleagues in the Surgical Profession

This case-control study examined the diversity in the experience of sexual harassment by gender within the surgical care workforce in the UK over the previous five years through the NHS workforce data. A sample of 1,704 participants and a final analysis of 1,434 eligible participants with a representative 51.5% women ratio showed that sexual misconduct was more prevalent to women both in witnessing it and in experiencing it. In particular, 63.3% reported sexual harassment among women compared to 23.7% among men while 29.9% of women compared to 6.9% of men reported sexual assault. Women’s sentiment that relevant organizations respond to such cases was very poor among the cases with only 15.1% of women as compared to 48.6% of men believing the General Medical Council to be effective. The conclusions are that sexual harassment is common and most victims are women and most companies are incapable to tackle that problem.

Moving Bodies as Moving Targets

Daily, women across the globe become victims of sexual assault in transit settings, affecting not only where but how they move about. In her lexicon of women's perceptions and uses of public space, Gill Valentine has contended that the impact on women's mobility is a spatial expression of patriarchy: "The fear middle class white men report experiencing in the form of female walking alone in parks or city centers is literally an orientation toward male aggression. In this essay, the object is to trouble feminist philosophy for the crime of gender-based sexual assault on public transportation, elaborating on Valentine's invoke () "the geographical expression of sexism" To be more specific, I will argue that patriarchy is constitutive of the meaning-making activities in and perhaps as normalized space: it can take on two different guises—as a relationship between two things or as a spatial structure. From my vantage, it seems clear that one cannot hope to prevent and end sexual violence against women on buses without both a structural AND relational understanding of space as patriarchy.

Street Harassment

One type of sexual assault that women encounter frequently all throughout the world is street harassment. The current study examines concepts and terminology while tracing the history of the field's early studies on harassment on the street. It summarizes studies conducted in North America that demonstrate the severe harm that street harassment causes to women. Women who talk about

being harassed on the street frequently have their stories minimized or disregarded. The claim that street abuse is just adulation is frequently made, yet these so-called "compliments" place an excessive burden on the recipient, forcing them to either ignore the behavior or reply with civil inattention. According to study, being harassed on the street leads to higher levels of anxiety, despair, self-objectification, and victimization. Lastly, a discussion of justice that transforms and the explanations for why it is critical to carry out study on street harassment with an emphasis on intersectionality and social justice in the #Me-too era wrap up this overview.

The Effects of Physical Abuse in Childhood on Overall Health

The purpose is to ascertain whether teenagers and young adults who have endured child abuse in the past report more physical health issues than their counterparts who have not. It was a population-based telephone survey with 506 respondents, aged 16 to 33, who had been abused and 504 respondents who had not. Analysis of the correlations between various forms of child abuse and physical wellness was done using linear regression analysis. The findings showed a noteworthy co-occurrence of various abuse types and a considerable increase in physical health complaints among those subjected to child maltreatment. Only sexual and emotional abuse were shown to be substantially associated with health issues after controlling for overlap in abuse types. Moreover, a rise in the variety of abuse was associated with an increase in physical health problems. The outcomes indicate that early exposure to abuse, especially emotional and sexual abuse, may be a predictor of health issues in early adulthood and later adolescence. It also emphasizes how crucial it is to spot child abuse at an early age in order to possibly lessen subsequent health issues.

Child Abuse: Past, Present and Future

Past social conventions have made child abuse and murder commonplace behaviors that were frequently accepted. In 318AD, infanticide was outlawed, yet religiously sanctioned child sacrifice persisted. The Church opened orphanages for children during the Renaissance as a result of a change in popular opinion. But a lot of kids suffered from malnourishment, illness, or abuse as these facilities fell apart. The UN's 1989 approval of the Convention on the Rights of the Child, which defined child abuse, assault, and neglect, gave the problem of child abuse official legitimacy. In order to safeguard vulnerable children from harm, governments and organizations must work together, as this Convention emphasizes. Child abuse is still a serious worldwide issue that has to be addressed head-on notwithstanding advancements.

Age of Consent: Issues and Inconsistencies in Sexual Violence Legislation in India

Apart from this, India enacted new legislation in 2012 and 2013 that seem to address child sexual abuse and broaden the definition of rape and sexual assault. The age of consent for sex was raised from 16 to 18 years, which has sparked controversies on adolescent sexuality. Changes in the laws have provided difficulties for youths that explore their sexuality and for courts when passing judgments. Increasing mandatory reporting of adolescent sexual activity has increased family control and strengthened regressive social norms. Access to reproductive and sexual healthcare for adolescents is also restricted. The Protection of Children from Sexual Offences Act, 2012, and the Criminal Law Amendment Act, 2013, extend legal protection against sexual assault to children below 18 years. The POCSO Act of 2012 specifically deals with all manners of child sexual abuse. The term "child" has been defined as any person under the age of 18 years. All sexual acts under 18 years of age are criminalized, thereby raising the age of consent to 18 years for all genders. In India, however, the age of consent has traditionally been the age of 16 for girls, where statutory rape charges were applied. Age of consent refers to marriage norms. The paper will conduct an exploration of the age

of consent in historical, global, and Indian societally constructed contexts by linking them to social norms, caste, class, and religious hierarchies. The paper is also concerned with sexual violence laws and their impacts on the reproductive health of young people in India. In that connection, this paper becomes particularly interested in 15- to 18-year-olds as a distinct category for emphasizing the study of child development with a focus and respect for their sexual and reproductive health rights.

Links Between Relationship Dynamics, Dating Violence, Sexual Harassment, Assault, and Alcohol Use in Sexual and Gender Minority Youth

The sexual and gender minority adolescents are those categorized to experience more violence while dating when compared to their opposite counterparts, like heterosexual and cisgender peers. Though most date violence studies overlook the differences in sexual and gender identity, they study the relationship. The study is an attempt at finding the knowledge concerning disparities in dating violence and alcohol use of sexual and gender minority adolescents. This study wanted to determine the relationship patterns of experience, dating violence, and assault among SGM adolescents and how these patterns affect alcohol use. Four patterns—low relationship experience with dating violence and assault, moderate dating experiences with harassment and assault, high dating experiences with violence and assault, and high dating experiences with violence, harassment, and assault—were identified for a national survey of 12,534 13-17-year-old SGM adolescents. Bisexual youths experienced a higher number of experiences of dating violence and assault compared to lesbian and gay youths. Experiences of dating violence and assault also are likely to occur more among transgender and non-binary youths. Dating violence and assault experiences were linked to the increased alcohol use by the SGM youths. In this regard, this study highlighted the relevance of relationship experience in the context of studying dating violence and its association with alcohol use among the SGM youths.

Addressing Sexual Harassment in Nursing: Ethical Implications and Suggested Strategies

the landscape is murky for healthcare leaders and administrators to tackle allegations of sexual harassment. Ensuring environment safety is possible with a right code of ethics, which will administer the values and norms as per the organizational culture. And, crucially, there must be a cultural movement on the part of organizations to make clear their zero-tolerance for sexual harassment and their readiness to develop education programs designed to prevent it and the readiness of employers to summarily discharge any who violate workplace rules against preying on colleagues. Sexual harassment has been a concern in nursing for more time than we have defined the term (Bronner, Peretz & Ehrenfeld 2003).

This is a significant issue in health care (Fiedler and Hamby, 2000) & particularly so in nursing (Gardner and Johnson, 2001), where one survey identified the rates of sexual harassment at work as being reported by no less than 60% of female nurses & 34% of male nurses (Cugin and Fish, 2009). It is also worth mentioning that nurses are still subject to something called the #EndNurseAbuse movement launched by the ANA earlier in 2017 to raise awareness for abuse of nurses generally (including, of course, sexual harassment) and call for public action

There is ample evidence to suggest that the origins are deep-seated in this idea that nurses, in a word, are loose. Persecution is thought to be very severe; evidence recommends that at a minimum of one third of female nurse have been abused [34 %]). Nurse is seen as a sexual innuendo; apparently, due to the prevailing stereotype of sexy medical nurse. Sexual harassment in nursing may be patient-to-patient, patient-friend, friend, or leader's family. These are comprised of dirty jokes, body parts represented sexually, touching the bodies of nurses and sexual content (Celik & Celik, 2007). Many incidents of rape, offers of sexual involvement & other kinds of harassment go unreported by nurses

in the workplace (Jackson & Ashley, 2005). Several studies conducted on sexual violence in health care setting suggest; due to their nature of gentleness & caring attitude, nurses are more likely fall prey to it as some deceitful clients mistaken affectionate behavior by nurses caring for them to be sexual signals (Celik & Celik, 2007; Kamchuchat, Chongsuvivatwong, Oncheunjit., Yip n Sang thong, 2008; Randle.M.

Criminal Expertise and Sexual Violence: Analyzing the Offense Dynamics in Sexual Burglary versus Sexual Robbery

It investigates the "criminal expertise," and that it seeks to establish whether people have more dexterous capabilities in sexual burglary rather than sexual robbery. The researchers covered 870 cases of hybrid sexual assault cases, which revealed that sexual burglary offenders possess a more sophisticated approach concerning elusion for easy undetected identification and evidence handling, therefore, showing more dexterity in those committing sexual burglary rather than sexual robbery. This dwells on the issues of criminality and expertise, comparing arguments between those who believe that crime lacks something that the concept of special skills defines it and those who believe that to commit crime there is a need for specialized knowledge and skills that make a variation in some individuals' quick choice-making ability. This piece of expertise relates to cognitive scripts used in making fast decisions as one commits crimes (Ward, 1999). Cornish and Clarke suggested in 1986 that rational choice theory posits that people have the ability to make rational choices to maximize rewards and minimize risks at every point during the commission of crime.

Despite all the barriers against Hirschi's point, interview researchers show that offenders typically possess technical and interpersonal skills that are pertinent to their crimes (Bennett & Wright, 1984). However, the sophistication of criminals into sexual offending (Ward, 1999) was something many people opposed as it never had evidence on specialization in sexual offenders. It draws a distinction between "specialization" in criminal careers, referring to the repetition of certain crimes, and "criminal expertise," referring to the skills an individual possessed which increased performance in criminal activity.

3 Types of Sexual Harassment Experienced by Women in Public Spaces in Pakistan

The study examined three types of sexual harassment in Pakistan based on a questionnaire distributed for returned copies among 543 female students with an average age of 22.3 years. Findings indicate that the major locations for sexual harassment in marketplace settings are committed by strangers and that non-verbal harassment is the most common type of harassment reported, and only 2.8% of the respondents reported that they had never encountered any type of harassment. Victims mostly responded with escape, and greater victimized individuals showed more defense responses, direct distress reactions, and greater negative impacts. The educational level had no significant correlation with the rate of victimization, although the educated respondents were more adversely reacted against such harassment. Therefore, the study concluded that sexual harassment is one of the major psychological consequences and a significant social issue in Pakistan, which requires urgent attention

Breaking The Silence

The analysis is based on more than 10,500 tweets that occurred over the first day of the widespread use of the #MeToo hashtag on October 16, 2017, employing conventional content analysis. Of the disclosure tweets, a majority comprised experiences of sexual assault (44%) and childhood experiences (29.4%). The findings yield important insights into the nature of what users selected to share during the initial phase of the #MeToo movement and the types of sexual harassment and assault they experienced. Sexual assault are very widespread problems that affect any kind of person

regardless of their gender. However, more cases are experienced by women. For instance, in the USA, 43.6% of women reported at some point in their lifetime having been victims of sexual assault, and 77% of cases reported being sexually harassed verbally. In Australia, sexual harassment incidence rate was reportedly 53% among women, while 82% of the cases about sexual assault that comprised the year 2016 were female cases. Globally, it is estimated that one in three women will experience either physical or sexual violence from an intimate partner or someone who is not their partner. Similarly, the members of the LGBTQIA+ are more at risk for sexual assault than the cisgender, straight men. Research also reveals that men are not exempt; 3.2% to 28.7% of American college-aged men have reported experiencing sexual assault sometime in their lifetime, and 27.5% of fraternity members report being victims. In large population studies, this crime has been experienced by 3% to 7% of the males. In point of fact, one study discovered that only 15.8% of women report their most recent rape to the police, and the reporting rates have been unchanged since the 1990s. Also, one in three women worldwide has faced sexual violence. According to the text, societal change is a prerequisite to reducing sexual harassment as well as sexual assaults.

Sexual Harassment and the Right to a Normal Life

Being free from harassment is a basic human right that is crucial for both mental and physical health. The issue of sexual harassment has gained prominence, especially with movements like #MeToo and initiatives like the Everyday Sexism project. This increased visibility has prompted significant political attention, including a 2018 Parliamentary Inquiry in the UK and a House of Commons briefing on harassment in higher education, emphasizing the need for deeper understanding and cultural change. The article reviews key trends in academic research on sexual harassment, particularly in public spaces such as streets, nightlife, and educational institutions. It introduces three conceptual lenses for examining sexual harassment: the relational dynamics of bodies, the politics of everyday spatial practices, and the emotional atmospheres that shape spatial experiences. The author argues that geographers can significantly contribute to understanding this issue and proposes a research agenda to guide future studies.

Workplace Harassment

Most employees encounter harassment in almost every profession, regardless of the organizational changes that take place over time. Sometimes referred to as bullying at work, work harassment is any unwanted behavior, verbal, physical, and psychological, that causes a hostile atmosphere for the employees (Lewis, 2019). Intimidation, work place abuse, and other harassing behaviors mostly hamper the employee's mental health which is harmful to the organization. Separate investigations have recently emphasized the costs of harassment, direct or indirect costs incurred by the organizational members and the organization, including increased absenteeism and costs to employers from harassment lawsuits (Miller & Clark, 2020). The present analysis seeks to embark on gathering and summarizing the most pertinent findings corresponding to the range of 2019 to 2024 covering aspects to do with the consequence of workplace harassment on employees and organizations. The review will also focus on measures taken to mitigate harassment and the evolution of workplace harassment in post covid-19 period.

Types of Workplace Harassment

Sexual Harassment

Sexual harassment can be defined as aversive sexual behavior of any kind, such as sexual advances, sexual favors, and various other activities of a sexual nature. As Jones et al. highlight (2021), sexual harassment remains a fundamental concern in many employers, especially those that employ more

males than females. Their study emphasizes that still many people are getting sexually harassed even after the rise in awareness and legal environment because of poor compliance and silence.

Non- Sexual Harassment

An instance of non-sexual harassment includes bullying, embarrassment, emotional abuse, and such other actions. Lewis (2019) calls it non-sexual harassment, considerably further bullying it, as usually creeping and crafty, contributing to a clinical environment in many in many places. Such psychological abuse like bullying; results in significant psychological strain and reduced capacity to perform (Smith et al., 2020). According to studies, verbal abuse and bullying have stood out as one of the significant factors that cause stress and dissatisfaction at the work place.

Impact on Employee Well-being

Mental Health Effects

The mental health effects of such harassment in the workplace are unimaginable. A number of studies are available on that tarnish work does exist despite its meta-analysis of data presented by Green and Thompson (2023) and among them, people are a step closer to being depressed or having anxiety or some other stress disorder. Naturally, the study concluded that most harassment affects the mental state of the victim so that there is a decline in the level of satisfaction at work as well as an improvement in the state of the mind.

Burnout and Stress

Harassment negatively affects employee morale and productivity. According to Yang and Liu (2022), a toxic work environment created by harassment can lead to decreased motivation, reduced teamwork, and increased absenteeism. This environment not only hampers individual performance but also disrupts overall organizational efficiency.

Job Turnover

Harassment negatively affects employee morale and productivity. According to Yang and Liu (2022), a toxic work environment created by harassment can lead to decreased motivation, reduced teamwork, and increased absenteeism. This environment not only hampers individual performance but also disrupts overall organizational efficiency.

Organizational Consequences

Financial Costs

There is a huge cost associated with workplace abuse within the organizations. According to Miller and Clark's research (2020), it cost the US businesses in the region of \$2 billion in lawsuits, settlements, or any other of a similar nature in the home office of such companies in 2020. Such costs involve the legal expenses, damages, and the cost in terms of time lost to make up the loss in productivity. Finally, other organizations that have shown consistent harassment still attract a significant amount of money but they have a more comprehensive cost which is reputation with potential customers and employees (Johnson, 2022).

Morale and Productivity

The rise of remote work has introduced new challenges in addressing workplace harassment. Clark et al. (2021) highlights the emergence of e-harassment, including inappropriate behavior during virtual meetings and excessive micromanagement. Organizations must adapt their policies and training to address harassment in remote settings effectively (Perez & Williams, 2022).

Prevention and Intervention Strategies

Policy Development and Training

The most efficient strategy against workplace harassment is the integration of different initiatives, policies and trainings. Adams and Lee (2019) point out that it is important to develop ant harassment policies and train employees and managers periodically on this issue. Educating workers on awareness or bystander interventions could be effective in curtailing harassment activities (Brown & Adams, 2022).

Leadership and Organizational Culture

Preventing harassment and fostering the right organizational climate is the responsibility of leadership. Murphy et al. (2020) asserts that harassment incidence reduces dramatically in establishments that foster respect and responsibility from leaders at the core. Their research findings corroborate that leadership involves a certain level of satisfaction in ability to pronounce the laws and also partake in proper working attitude.

Remote Work and E-Harassment

The increase in remote work has posed additional obstacles for combating sexual harassment in the workplace. As mentioned by Clark et al. (2021) e-harassment includes nonverbal misconduct in video conferencing and stalking via chat and endless supervision of an employee. Organizations may need to change their policies and training in order to be successful in combatting harassment in remote locations (Perez & Williams, 2022).

Impact of Diversity and Inclusion Initiatives

D&I policies regulate workplace tension effectively by the infusion of targeted measures but some are often met with resentment or claims of discrimination from the other side. Johnson et al. (2022) demonstrated that while D&I programs are highly effective in winning sponsors and minimizing EEO harassment such programs should be developed in a way that does conflict with the employees and aggravate the already existing issues. D&I focus on the needs of every employee within the organization and encourages participation from everyone.

Gaps in Research

Workplace harassment is a topic that has been widely researched, and yet there are some gaps that still exist. According to Martinez (2023) there is a lack of research regarding harassment during remote work and needs to be complemented with virtual training effectiveness studies. There are also suggestions for more work to be done regarding how the aspects of race, gender and class influence harassment (Jones et al, 2023).

Cyber Bullying Harassment

“Cyber bullying is the use of information and communication that often repeated behavior by any individual or group of people that is intentionally hurts others people ”(Group, 2013) Cyber bullying means that being treated badly by others defines one. Cyber bullying is bullying, but in a virtual sense textual or image etc. Traditional learning is used to detect cyber bullying. A deep-learning-based model for cyber bullying detection, including data representation techniques and frameworks. (Hasan et al., 2023)

Deep Learning in Cyber Bullying Detection

This Review is about Deep Learning-Based Cyber Bullying Detection has discussions on some practical implications that can have a huge impact on the field of cyber bullying detection and prevention. The main points are as follows:

Advantages

With DL models, another advantage is that as you feed large datasets to your model, the Deep Learning Model automatically learns from all raw data and will extract features by itself. This functionality reduces the extent of manual feature engineering required for developing cyber bullying detection systems, and it further ensures it's less biased toward human errors .(Hasan et al., 2023)

Representation of Diverse Types of Data

The paper discusses the differing types of data to be represented such as text-based and image-based representations. This is important because there are many different types of cyber bullying - from simple text messages to images and videos. Slightly differing representation methods serve in order to make detection systems more all-rounded and effective at recognizing different forms of cyber bullying .(Hasan et al., 2023)

Addressing Cultural Variability

The challenge arises in the background of cyber bullying detection to account for cultural diversity, as well as multilingual text, writes the authors. that is crucial for generalizing systems across diverse population groups and languages, so as not to leave any behind.(Hasan et al., 2023)

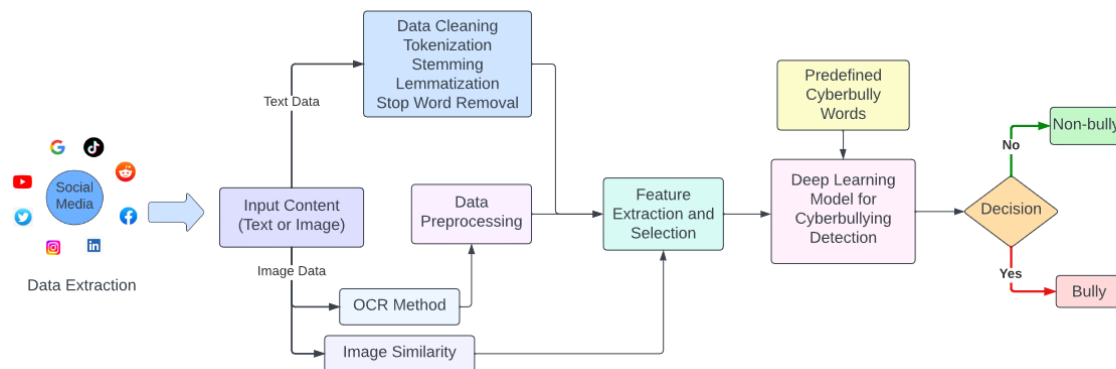


Figure depicts the flowchart of cyber bullying detection whereby different steps of cyber bullying detection have been explained.(Hasan et al., 2023) Cyber bullying in cyberspace would result in severe losses of bystanders' skill set and decrease monitoring and intervening behaviors. A choice of invention & prevention including bystander intervention is best suited to cyber bullying. Cyber space was visited by students that made bystander intervention look feasible and bringing into practice the method of the availability rather than the support provided. Moreover, library agencies, along with other teachers of different kinds, like a school psychologist also work in the same big building of some of the individuals who use efficient ways of preventing bullying. (Hou, 2023) Cyber bullying & Age Factor: Outcomes of the research study show that youths are highly vulnerable to cyber bullying, especially at the age of 14 as they tend to use phones and social media. Thus a positive correlation between higher internet usage with cyber bullying practice or being victim of it is assumed .(Hou, 2023) Victimization Statistics: Paper explains that between 15%-35% of the youth come in as the victim category for cyber bullying, although about 10%-20% reported to cyber bullying.(Hou, 2023)

Literature Survey of the Paper

The literature review in the paper has covered various aspects relating to cyber bullying: its prevalence, effects, and factors that contribute to victimization and aggression among adolescents. Based on the contexts, these are the key points derived:

Incidence of Cyber bullying

The article reports studies indicating a staggering rate at which adolescents are incurring cyber bullying, most especially in Romania. These studies reported incidence rates of cyber victimization at a whopping 37.3% in some studies. This only underlines the need for further research and intervention into this particular field. (Iorga et al., 2022)

Role of Technology: The introduction continues with how it is the communication that is leading to both positive and negative consequences. (Iorga et al., 2022)

Cyber bullying effects: All of the studies demonstrate that cyber bullying can lead to psychological harmful scenarios like fear, depression, or even suicide thoughts. Victims have poor grades and do not have friends and this may continue to cause psychological problems and other social connections in the long run. (Iorga et al., 2022)

Factors Influencing Cyber bullying: The study reports several correlations between cyber bullying and gender, family affluence, parenting styles, and loneliness. Also family structure, and how good the relationships are with parents and peers, can significantly influence the chance of becoming involved in cyber bullying, either as victim or tormentor 1. (Iorga et al., 2022)

This is a review article of cyber bullying to Romanian teenagers or the summary key point of the study

Subject Matter

This paper addresses the issue of cyber bullying among the Romanian teenage community. The research focuses on the gender, family factors, self-esteem, and parenting styles in relation to victims and bullies of cyber bullying. (Iorga et al., 2022)

Sample Size and Demographics: In the study, 835 adolescents aged between 10 to 19 years took part in the survey study. (Iorga et al., 2022)

Psychological Measurement: The study applied four psychological scales to measure different concepts like self-esteem, loneliness, cyber victimization/cyber aggression, and parenting styles. This multi-measurement approach has tried to conduct the research from the psychosocial perspective of cyber bullying. (Iorga et al., 2022)

Evidence on Smartphones: It has been identified that the average age at which teens obtain their first personal smartphone is approximately 10.24 years. The students who accessed social media cited chatting and entertainment as the principal reasons for using them, while the students cited academic purposes as a secondary reason. (Iorga et al., 2022)

Gender and Victimization: In this article shows that a specific gender that is female is more likely to end up in cyber bullying. (Iorga et al., 2022)

Key Relationships Identified: Based on the study, family affluence, relationship with parents and peers, and loneliness seem to be highly correlated factors that are associated with the probabilities of the incidents of adolescents' aggression or victimization. (Iorga et al., 2022)

Traditional Bullying vs. Cyber bullying

With that in mind, one has to know the differences between a traditional bullying and cyber bullying to adequately solve these problems. So, these are the main differences according to the context.

Nature of Interaction: Normal bullying refers to the one that penetrates either in any form of beating or talking but has to be face to face, say in school or anywhere for that matter. Cyber bullying, however is done over electronic media, such as social networks, text messages, and websites. It is much more indirect, and usually anonymous (Krešić Ćorić and Kaštelan, 2020)

Opportunity for Defense

Most of the times, with common bullying, the victim at least will have a chance to retaliate, or even speak with some friends or other adults. With cyber bullying, however, the victim has no real way out most of the times because it can be 24/7 and anywhere, so they are sort of stuck in that trap. (Krešić Ćorić and Kaštelan, 2020)

Audience Size

Cyber bullying reaches a much larger audience than traditional bullying. Cyber bullying can reach thousands and thousands of people online with a single act, while traditional bullying only reaches as far as others in the same building (such as a school) can hear or see. (Krešić Ćorić and Kaštelan, 2020)

Impact on Victims: It leads to serious psychological problems in the victims, including depression, anxiety, and suicide for those seriously affected by the bullying. (Krešić Ćorić and Kaštelan, 2020)

Detection and Intervention: Old fashion bullying is clear to the parents and teachers, they can see it and do something against it. Cyberbullying, though remains unseen for such a long time because it happens on personal online places with no adults. (Krešić Ćorić and Kaštelan, 2020)

Thus, although traditional bullying and cyberbullying are similar, they dramatically differ in tactics, impact, and difficulties for detection and intervention. (Krešić Ćorić and Kaštelan, 2020)

Find out the ratio of cyber bullying among University Students in the UAE

- 91% respondents acknowledged cyber bullying happened digitally.
- 72% persons of population believed that 14–18-year-olds were the most vulnerable for cyber bullying
- 62.1% respondents believed both genders were victims of cyber bullying, however 34.1% respondents believe that women were more likely to be bullied
- The most common form was verbal harassment that included derogatory comments about them 63.5% and hate speech 40.5%
- 33% respondents were familiar with peers that had real life bullying
- 31.5% said they both suffered online and offline bullying. (Abaido, 2020)

Cyber bullying in East Asia

Critically discuss and debate the state of cyber bullying among teenagers across the East Asian region, specifically China, South Korea, Japan, and Taiwan. Discuss the sociocultural factors influencing cyber bullying behaviors, prevalence rates, and challenges for reporting in these countries. Outline factors such as academic pressure, gender socialization, and digital media literacy that fuel cyber

bullying incidents. Compare the rate of cyber bullying incidents in East Asia with the West while acknowledging cultural differences in how one defines and perceives a bullying situation. View the problems associated with reporting cyber bullying incidents based on the cultural value of social harmony. (Park et al., 2021)

Modes of Cyber bullying: Cyber bullying can be described in different forms, all with somewhat unique characteristics and consequences.

- Flaming is characterized by having a heated argument with aggressive behavior. This form of cyber bullying involves aggression in the form of words while arguing
- Harassment is the form of relating to sending insults and hurtful messages frequently over time which affects the psychological setup
- Cyber stalking constitutes use of the internet in giving chase and threatening victims frequently, that makes the victims feel insecure and full of fear
- Denigration is a form of cyber bullying that refers to posting hurtful information on the internet to humiliate or ruin one's reputation.
- Outing and trickery is the leaking of personal information without permission
- Trolling: Viruses that have malignant intention on your social media
- Exclusion is the leaving out or excluding of a person on purpose from an online community or group
- Doxing is leaking confidential information that might lead to harassment and defamation
- Cyber bullying may assume hate crimes inspired by prejudice. (Azumah et al., 2023)

Effects of Cyber bullying on individual physical and mental health

It affects mainly the self-concept and psychological wellbeing of individuals. Victims develop low self-esteem, negative self-image, and life satisfaction. The overall impacts of cyber bullying include: (Denche-Zamorano et al., 2022)

Mental health impact: Depression, anxiety, and emotional distress

Self-concept: Negative effects on self-esteem, self-image, and ideal self

Emotional regulation: Lower emotional self-efficacy and coping abilities

Social implications: Loneliness and lower social support

Victims' cyber bullies' consequences: Increased stress, anxiety, and low emotional empathy

Gender: Self-esteem, self-regulation, and social support among victims and bullies

Long-term consequences: Possible continued psychological, academic, and peer problems. (Denche-Zamorano et al., 2022)

Family climate effect while cyber bullying occurs

Family climate-the overall emotional and relational environment of a family-it plays a significant role in adolescents' behavior, such as cyber bullying. It includes four main elements: warmth, order, supervision, and conflict. Thus, a warm and supportive family climate provides children and adolescents with a safer environment and decreases the likelihood that these children and adolescents will engage in bullying behaviors. (Sasson et al., 2024) On the other hand, dysfunctional family environments characterized by poor management, poor perceptions about parental support, and frequent conflicts are likely to be associated with greater involvement in cyber bullying. Teens from such families might engage in more online interactions as a form of compensation for the lack of relationships in real life. This might consequently contribute to increasing hostility and antisocial behavior. The highly potent levels of family conflict can enhance the risks of adolescents becoming

victims of cyber bullying attacks wherein victimized adolescents are more likely to report lower family cohesion and expressiveness. (Sasson et al., 2024) Research findings show that family climate influences the adolescent's role in cyberbullying. Such relations described as either warm and cohesive diminish the chances of a person being either a cyber-victim or a victim of cyber-bully, whereas the chances increase in case the relations are conflictual(Sasson et al., 2024)

Work on Cyber Bullying and Social Media

Social media platforms have become breeding grounds for cyberbullying, where individuals face harassment through harmful messages, public shaming, and doxing. Efforts to combat cyberbullying include AI-driven content moderation and legal actions against perpetrators. However, the effectiveness of these measures remains debated (Patchin & Hinduja, 2019). Cyberbullying has become a problem in digital communication, particularly with the growing proliferation of social media tools. There is a clear linkage between the expansion and dissemination of social media and prevalence in terms of people being able to communicate with millions of other people, including strangers and celebrities. This shows that people are able to connect with huge groups of people who may be known and unknown, and celebrities. (Karmakar and Das, 2021) Since the pandemic has increased people's online presence, this further amplified the problem. This change in communication behavior has transformed the phenomenon of online interactions and highlights the need for protective measures as well as consideration of human factors in digital spaces. Changes in the trend of cyber bullying due to the pandemic aid in understanding these changes to work towards developing effective interventions.(Karmakar and Das, 2021) The challenge continues because anonymity is increasingly associated with easy creation of fake profiles on, amongst others, Twitter. It is an issue that has allowed quite a number of cyber bullies to anonymously commit their harm because most of such individuals find such anonymity as the impetus to the nefarious activities as nothing easy seems to stop them in the short run, thereby making instances more frequent.(Karmakar and Das, 2021)

This paper will aim to contribute to the knowledge about cyber bullying within the context of the pandemic COVID-19 by making a quantitative analysis of trends in the early months of this crisis. It applies a Bayesian time-varying model that catches subtlety and gives an impetus toward complete strategies toward combating cyber bullying, especially in times of crises. (Karmakar and Das, 2021)

Cyber bullying: A systematic over view

This systematic review explores the definition and criteria of cyberbullying, with a focus on their distinctive features in the digital setting. For this purpose, literature between 2010 and December 2020 has been reviewed and seven essential criteria identified-intention, repetition, power imbalance, anonymity, publicity, aggression, and use of electronic devices. The review highlights how it might be very difficult to apply traditional notions of bullying and instead underlines the need to gain insight into its diversified manifestations across cultures. (Amalina et al., 2022) The study's findings reveal that cyber bullying is not just a conception of bullying in its traditional form but rather one that is formed by anonymity and publicity. Intentionality, as always, lies at the heart of the matter, but this should be seen in conjunction with power imbalance and the nature of experience for the victim. The nature of repetition found in cyber bullying differs from traditional bullying, as online interactions persist even beyond the repeated acts. Because of anonymity in cyber communication, bullies can act in the shadows of anonymity and without fear of responsibility. Proactive against the reactive aggression is another point of distinction in cyber bullying, pointing to the fact that the proactive aggression is the most frequent one. The increased growth in electronic devices and social media has led to the rise of cyber bullying through several forms of electronic communication, which have been identified as some of the means for harmful behavior. The conclusions will show further detail in the

defined criteria of cyber bullying as it can inform future research, policy development, and assist lawmakers in the construction of effective regulations responding to this burgeoning social issue.(Amalina et al., 2022).

Preventive Strategies and Interventions

Policy Implementation and Legal Framework

Governments and organizations have implemented anti-bullying policies, yet enforcement remains inconsistent. Laws addressing workplace harassment and cyberbullying vary across jurisdictions, necessitating international cooperation to create comprehensive protection mechanisms (Salmivalli, 2019).

Educational and Psychological Support

Preventing bullying requires a multi-faceted approach, including educational programs that promote empathy, resilience, and digital literacy. Counseling services and support groups play a crucial role in helping victims recover from the trauma of bullying (Rigby, 2020).

TABLE USED TO SYNTHESIZES THE PARENTAL FACTORS(Cao, 2023)

Study	Participants	Family factors	Mediator	Moderator
Ang (2015)	10–19	poor emotional bond, lack of knowledge about the adolescent' s online activities, and lack of adequate parental monitoring and parental mediation		parental knowledge and awareness
Elsaesser <i>et al.</i> (2017).	10–18	parental warmth; parental monitoring; parental mediation		
Kowalski <i>et al.</i> (2019)	12–18	parental warmth; parental monitoring; parental mediation; and emotional support		parent-adolescents relationship
Makri-Botsari and Karagianni (2014)	junior and senior high school	Parental mediation; Parental education level		
Baldry <i>et al.</i> (2019)	13–18	parent's role: supervision; education, control		Gender difference: parental supervision an cybervictimization
		Inconsistent, ineffective discipline, which can be too slack or too severe; Lack of parental affection,		

Buelga <i>et al.</i> (2016)	adolescence	support, and implication; Family communication problems; Conflicts between partners or between parents and children		
Helfrich <i>et al.</i> (2020)	4 th -6 th grade	communication and monitor		
Gómez-Ortiz <i>et al.</i> (2019)	mean age 14.34	Parental monitoring style		
Martín-Criado <i>et al.</i> (2021)	10–16	parental monitoring; parental supervision	online extimacy and use of SMP	
Rodríguez-Rivas <i>et al.</i> (2022)	14–18	family conflict and family support		
Baldry <i>et al.</i> (2015)	10–19	parental supervision		
Katz <i>et al.</i> (2019)	7 th -8 th grade	parental mediation		
Bevilacqua <i>et al.</i> (2017)	11–16	family support and gender		
Lim and Tai. (2014)		family incivility	hopeless	Emotional Intelligence

The Factors Involved in Cyber bullying of Adolescent Victims

The study highlights the prevalence and predictive factors of cyber bullying among adolescents in a multicultural educational setting. The research was held in Melilla, a culturally plural city, with 86 participants aged 11 to 15 years in the first year of Secondary Education. The study evaluated bullying and cyber bullying behaviors as well as teamwork skills with valid instruments. The analysis was performed based on significant predictors of victimization by multiple linear regression analysis. (Estrada-Vidal *et al.*, 2022) Both the role of the aggressor in cyber and traditional bullying contexts explained 57.4% of the variation in cyber bullying victimization. The most predicable was the role of the aggressor in cyber, followed by witness' role in both cyber and traditional bullying. The study concludes with the necessity of interventions aimed at education, early prevention practices, and targeting aggressors as well as witnesses in bullying dynamics. Hence, it is emphasized that it is not the aggressor alone to be considered but also the witness in the cases of cyber bullying. (Estrada-Vidal *et al.*, 2022)

The Significance of Theory in Cyber Bullying Research

Theories would also drive the understanding of cyber bullying research since it develops a systematic and coherent body of knowledge in understanding, as well as prediction and solutioning of the complex social issue. Theological approaches enable researchers to understand the intricacies of cyber bullying behavior, such as the intent of bullies and the experiences of the victims. (Crespi *et al.*, 2021) On the other hand, the current literatures on cyber bullying are disjointed, and often borrowed theories come from psychology and criminology. Such limitations call for an increasing demand in including socio-psychological views with insight into social mechanisms and identity dimensions in cyber bullying behaviors. The advancement on the cyber bullying-specific theories, such as the BGCM, must be made since it highlighted several unique features that only online aggression can enact with anonymity and the non-physical nature of cyber bullying. (Crespi *et al.*, 2021)

This review will give a comprehensive overview of cyber bullying as a risk and protective factor in guiding interventions, especially during adolescence. Cyber bullying encompasses a series of intentional repeated harmful behaviors performed by an aggressor through various electronic devices. This review will discuss the definition, history, prevalence, and the consequences of cyber bullying, with a special focus on its effects on adolescent mental health. Thus, this review will be attempting to contribute to knowledge available on cyber bullying and provide indispensable guidance for professionals working in this field.(Akdeniz and Doğan, 2024)

Conclusion

Sexual harassment may cause extreme emotional and psychological issues for the victims and, therefore impact their well-being and quality of life. Awareness precedes prevention. There should be some kind of education on what sexual harassment is, the impacts of sexual harassment, and also the importance of consent in schools, workplaces, and communities. This will also bring an environment where a person can raise their voices against harassment and defend victims. Motivation is a strong role player in avoiding sexual harassment. Advocacy campaigns can urge people to step forward against inappropriate behavior, encouraging bystanders to get involved. Such training would make everyone realize that they have a part to play in putting an end to harassing behavior by acknowledging and acting upon what's happening. Prevention efforts would also target policy changes and enhanced strict sanctions or penalties placed on individuals involved in sexual harassment. Organizations and other institutions would also need to create open reporting mechanisms where complaints are handled sensitively and discretely. Thus, combating sex discrimination in the physical aspect means education, community support, and solid policies. Thus, we may work effectively toward building a society wherein everybody will feel safe and have respect for him by raising awareness, motivating action as well as preventive measures. We must start an open dialogue about harassment to break some societal norms that tend to accept such behavior and empower people to stand up for themselves. Together we may find a safer space for everyone. Harassment at the workplace still remains a serious challenge that affects employees and organizations alike. Although understood and addressed to some extent, more measures remain warranted especially in view of more evolving working environments. Indeed, future studies should look into such gaps and undertake new initiatives to eliminate harassment in its full spectrum. Cyber bullying is the digital harassment type now days as we all know that most of the people were part of it and every day millions of people were bullied by others for any concert it's about anything those people have in their life. In severe cases it is so difficult to detect cyber bullying. Female are more likely to be a victim of cyber bullying now a day because of frequently use of internet. On social media platform everyone accesses of anything like twitter Facebook Instagram and so on those who are willing to harm others person intentionally they will make fake profile on that social app to harass other people. It is most important to identify the factor behind it and do not trust on others people while using social platform. The universal studies show that this problem faced by everyone once in their life. **Conclusion:** Bullying and harassment, in their various forms, have transitioned from being dismissed as myths to being recognized as serious societal issues. Addressing these challenges requires collective efforts from policymakers, educators, and digital platforms. Future research should explore the effectiveness of emerging interventions in mitigating bullying's long-term effects.

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