

ABSTRAK

Pelecehan seksual di lingkungan kerja, termasuk di stasiun televisi, menjadi isu serius yang membutuhkan perhatian khusus karena dapat mengganggu kenyamanan, produktivitas, dan keamanan karyawan. Penelitian ini bertujuan untuk mengkaji dugaan pelecehan seksual pada karyawan Magang dan Studi Independen Bersertifikat (MSIB) yang berbasis pada Undang-Undang Nomor 12 Tahun 2022 tentang Tindak Pidana Kekerasan Seksual (TPKS). Penelitian ini menggunakan metode normatif-empiris. Pendekatan normatif dilakukan dengan menelaah regulasi hukum yang berlaku, kebijakan internal stasiun televisi X, serta literatur terkait. Pendekatan empiris dilakukan melalui pengumpulan data primer menggunakan kuesioner dan wawancara yang melibatkan karyawan magang dan pihak terkait untuk mendapatkan data faktual di lapangan. Analisis difokuskan pada upaya penal dan non-penal dalam mencegah serta menangani kasus pelecehan seksual. Hasil penelitian menunjukkan bahwa kurangnya perhatian terhadap isu pelecehan seksual di lingkungan kerja stasiun televisi X menyebabkan hal ini menjadi sesuatu yang dianggap biasa. Selain itu, terdapat sejumlah kendala, seperti rendahnya kesadaran hukum di kalangan karyawan, minimnya mekanisme perlindungan korban, dan hambatan dalam implementasi sanksi. Penelitian ini menegaskan pentingnya pembaruan kebijakan internal agar sesuai dengan Undang-Undang TPKS, peningkatan pendidikan hukum, serta penguatan sistem pelaporan. Selain itu, diperlukan upaya kolaboratif antara pendekatan penal berupa sanksi tegas dan pendekatan non-penal seperti sosialisasi dan pembentukan lingkungan kerja yang aman.

Kata Kunci: Politik kriminal, pelecehan seksual, Undang-Undang TPKS, normatif-empiris, lingkungan kerja

ABSTRACT

Sexual harassment in the workplace, including at television stations, is a serious issue that requires special attention as it can disrupt employee comfort, productivity, and safety. This study aims to examine allegations of sexual harassment against employees participating in the Certified Internship and Independent Study (MSIB) program, based on Law Number 12 of 2022 concerning the Crime of Sexual Violence (TPKS). This research employs a normative-empirical method. The normative approach involves reviewing applicable legal regulations, internal policies of television station X, and related literature. The empirical approach is conducted through primary data collection using questionnaires and interviews involving interns and related parties to obtain factual data from the field. The analysis focuses on both penal and non-penal efforts to prevent and address cases of sexual harassment. The findings reveal that the lack of attention to the issue of sexual harassment in the workplace at television station X has normalized such behavior. Furthermore, several challenges were identified, including low legal awareness among employees, insufficient victim protection mechanisms, and obstacles in enforcing sanctions. This study underscores the importance of updating internal policies to align with the TPKS Law, enhancing legal education, and strengthening reporting systems. Additionally, a collaborative effort is required, combining penal measures such as strict sanctions with non-penal approaches like socialization and creating a safe work environment.

Keywords: *Criminal policy, sexual harassment, TPKS Law, normative-empirical, workplace.*