



Navigating the Shadows: Understanding and Addressing Sexual Harassment Challenges in the Entertainment Industry

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The sole author designed, analyzed, interpreted and prepared the manuscript.

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ABSTRACT

This study examines the obstacles to reporting and prosecuting sexual harassment within the high-pressure environment of the entertainment industry. Utilizing a mixed-method approach, the quantitative analysis of the U.S. Equal Employment Opportunity Commission (EEOC) data via logistic regression and the qualitative thematic analysis of academic papers reveal significant predictors of reporting behavior. Specifically, the study shows that economic repercussions (with a 65% increase in reporting likelihood), gender (48% difference between male and female reporting behavior), hierarchical status (70% decrease in reporting likelihood for higher positions), and digital harassment (55% increase in reporting likelihood) significantly influence the likelihood of reporting. The pervasive culture of silence, exacerbated by social media, non-disclosure agreements, and

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organizational silencing, deters over 50% of victims from coming forward. The study contributes to existing knowledge by highlighting the intersection of digital and economic factors in harassment reporting, offering a more nuanced understanding of how power dynamics and modern technology interplay within this context. Recommendations include implementing comprehensive support systems, developing robust digital harassment policies, fostering transparency and accountability through structured mentorship programs, and strengthening legal frameworks and industry standards. These measures aim to mitigate economic and psychological impacts, address online abuse, democratize power structures, and ensure effective anti-harassment policies, fostering a more equitable and safe environment in the entertainment industry.

Keywords: Sexual harassment; entertainment industry; reporting behavior; digital harassment; organizational silencing.

1. INTRODUCTION

The entertainment industry, celebrated for its creativity and cultural significance, exhibits a troubling paradox, as its glamorous exterior often masks a culture rife with sexual harassment and power imbalances [1]. At the core of the entertainment industry's structural issues are the significant power imbalances that favor a select few at the top of the hierarchy, which fosters an environment of exploitation and creates huge barriers that deter victims from speaking or standing up for themselves. High-profile cases involving figures like Harvey Weinstein and Bill Cosby reveal how power can be wielded to intimidate and silence victims in the industry, often leaving abusive behaviors unchallenged for decades [2,3].

According to Hennekam and Bennet [4], sexual harassment in the entertainment industry imposes severe economic consequences on its victims, encompassing immediate job loss and long-term career damage, which often prevent re-entry into the industry and lead to significant financial hardship. This economic impact is exacerbated by the industry's reliance on reputation and personal networks for career advancement. In addition, the digital era has further transformed workplace harassment, introducing complex new challenges in both perpetration and prevention with online threats, cyberbullying, and the non-consensual sharing of intimate images, extending harassment beyond physical workplaces into digital spaces, complicating traditional/conventional paradigms of workplace behavior.

Despite heightened awareness and some notable legal successes, structures currently in place, such as corporate anti-harassment policies, industry codes of conduct, and legal frameworks like Title VII of the Civil Rights Act,

often prove inadequate [5]. These inadequacies arise due to inconsistent enforcement, lack of transparency, and the continued influence of powerful individuals who can circumvent or undermine these measures [5]. Addressing sexual harassment effectively requires a developmental approach that adapts to both prevailing and emerging trends. This approach should focus on proactive strategies for preventing incidents and supporting victims, involving not only punitive measures for perpetrators but also comprehensive educational programs to encourage appropriate behavior and discourage misconduct. For instance, research indicates that only 35% of reported cases lead to legal actions, highlighting the insufficiency of current measures [5]. Therefore, this study aims to examine the challenges faced by individuals in the entertainment industry in reporting and prosecuting sexual harassers within a high-pressure environment, with a focus on the impact of power dynamics, digital harassment, and economic consequences.

This study explores the multifaceted challenges individuals face in reporting and prosecuting sexual harassers within such a high-pressure, high-stakes environment, analyzing the intersection of power dynamics, digital harassment, and economic consequences to illuminate the systemic issues that perpetuate silence and complicity, ultimately contributing to a more equitable industry. By addressing these challenges, this research contributes to the existing body of knowledge on workplace harassment by providing empirical evidence on the specific obstacles in the entertainment industry, thus offering a framework for more effective policy interventions. According to Reilly [6], the entertainment industry is characterized by career trajectories that are often as volatile as they are visible. Thus, the fear of retaliation and career repercussions plays a crucial role in

shaping responses to sexual harassment. This study explores the extent to which these fears influence individuals' willingness to report harassment examining the pervasive culture of silence that these fears foster, where the potential consequences of speaking out—such as being blacklisted, facing professional ostracism, or suffering public character assassination—loom large over victims' decisions. Hence, this study evaluates the complex interplay between personal career ambitions and the broader industry norms that discourage transparency, contributing to an environment where abusive behaviors are seldomly challenged and often perpetuated.

2. LITERATURE REVIEW

In contrast to the idea that the entertainment industry is only characterized by glamour, creativity, stardom, and luxury, the industry teems with several factors that create a high-pressure environment where intense competition, glamour, and pronounced power imbalances frequently shape professional interactions and career trajectories, which fosters a culture where individuals may endure significant personal sacrifices in hopes of achieving their career aspirations thus creating a fertile ground for exploitation and abuse [7]. The industry consists of a hierarchical structure, where a small number of powerful gatekeepers, such as studio executives, talent agents, and producers, wield considerable influence [8,9]. This concentration of power disproportionately empowers those at the top, providing them almost unchecked control over the careers of lesser-known artists and staff, leading to abuse of power, manifesting as sexual harassment and assault [1]. Studies outline how this hierarchical nature exacerbates the industry's cutthroat nature, emphasizing that the relentless pursuit of success drives many to tolerate abuse for fear of losing career opportunities [10-12]. According to Pagan [13], this imbalance not only facilitates the occurrence of harassment but also significantly hinders its reporting and resolution strategies, with potential repercussions including blacklisting, career derailment, and both public and private backlash.

According to Gerbrandt [14], the allure of glamour and the public's fascination with celebrities in the industry further complicate these power dynamics, as the emphasis on appearance and image creates a superficial focus where sexual misconduct may be normalized, as perpetrators exploit their leverage

over individuals judged primarily on physical attractiveness and perceived desirability. Victims often face monumental challenges when considering coming forward, exacerbated by the industry's focus on public persona and reputation [15,16].

2.1 Sexual Harassment in the Workplace

Studies assert that with regard to the workplace, sexual harassment generally materializes in the form of quid pro quo, which involves job benefits being directly tied to the acceptance of sexual advances and is typically more overt and easily identifiable [17-19]. Internationally, the approach to handling workplace sexual harassment varies significantly, with some countries having robust laws and others minimal or ineffective protections. According to Kumar and Kumar [20], there is a consensus emerging around the need for global standards, such as those proposed by the International Labour Organization, which advocate for comprehensive measures that include prevention, protection, and compensation for victims. In the United States, the Civil Rights Act of 1964, specifically Title VII, prohibits discrimination on the basis of sex, including protection against sexual harassment [21]. However, the implementation of these laws often falls short, as victims face significant barriers in proving their cases under stringent court requirements [22,23].

Studies suggest an ongoing shift in the legal treatment of workplace sexual harassment towards a more holistic approach that goes beyond mere legal frameworks to include organizational policies that emphasize prevention through training, clear reporting mechanisms, and a culture of zero tolerance [24-26]. Yet, Blumell and Mulupi [27] contend that the effectiveness of these policies is often undermined by organizational dynamics that prioritize reputation management over genuine cultural change, and the challenge remains in ensuring that anti-harassment policies are effectively implemented across organizations. Factors such as the burden of proof, difficulty in gathering evidence, and fear of retaliation continue to discourage individuals from reporting harassment [28,29].

The psychological impact of sexual harassment on victims is profound and complex, affecting both their emotional and economic well-being. Boyle [30] avers that victims often experience a range of long-term psychological effects, such as

post-traumatic stress disorder (PTSD), anxiety, depression, and a diminished sense of personal and professional identity, which are exacerbated by feelings of powerlessness and violation of personal boundaries, which can have lasting effects on self-esteem, trust, and interpersonal relationships. The severity of these psychological impacts varies based on factors such as the nature of the harassment, the response by employers, and the available support systems. Although Vara-Horna et al. [31] emphasize that the environment in which the harassment occurs is crucial and that workplaces with supportive human resources departments and clear anti-harassment policies can mitigate some of the long-term effects more effectively than those without such structures, Kennedy and Prock [32] contend that even in supportive environments, the scars of harassment can run deep, often leaving victims with a lasting psychological toll, including issues like "survivor's guilt," where victims may blame themselves for the harassment.

2.2 Sexual Harassment in the Entertainment Industry

As noted by Everts et al. [33], some defining features of the entertainment industry include informal work environments, temporary projects, and a heavy reliance on networking and personal relationships for career advancement. However, this industry, though notable for its unique blend of creativity, commerce, and power, is characterized by inherent power imbalances and an emphasis on youth, beauty, and talent, which creates a climate of vulnerability particularly conducive to sexual harassment, making it difficult to establish and enforce standard HR protocols [1,4]. Similarly, the blurred lines between professional and personal interactions can lead to misunderstandings and abuses being excused as part of the industry's creative nature or dismissed under the guise of artistic freedom [34,35]. In addition, the desire and emphasis of key stakeholders of the industry on public success, glamour, and outstanding media reputation further contribute to the cases of sexual harassment in the industry, as the temptation to upscale creates high tension on the victims to succumb to such terms against their will [36,37].

The impact of high-profile cases, such as those involving Harvey Weinstein and Bill Cosby, has been monumental, igniting significant shifts in public and professional discourse, exposing the

systemic nature of sexual harassment within the industry and revealing patterns of abuse that have been normalized and tolerated for decades [2,3]. The #MeToo movement, in particular, has been instrumental in encouraging more victims to share their experiences, thereby highlighting the widespread nature of this problem [38,39].

However, the outcomes of these high-profile cases present a paradox. While they have undoubtedly led to increased awareness and some positive changes, Jenner et al. [40] contend that they also reveal the limitations of current legal and institutional frameworks to address and prevent such behaviors adequately. The backlash against accusers, including character assassination and professional ostracism, persists as a significant deterrent against reporting incidents [41,42]. Banet-Weiser and Higgins [43] suggest that while visibility has increased, actual systemic changes remain slow and often superficial.

Moreover, public opinion plays a crucial role in influencing how these issues are addressed. While public support can drive industry changes and empower more victims to come forward, it can also polarize debates and lead to a backlash against those accused, sometimes without due process [44,45]. This dynamic complicates the industry's response to allegations, as companies may act out of a desire to protect their public image rather than a genuine commitment to change their internal culture. The pervasive culture of secrecy and the emphasis on preserving the image and reputation of individuals and organizations within the entertainment industry can create a climate of fear and silence [46,47]. Victims may be reluctant to come forward due to potential negative consequences for their careers, a situation exacerbated by the industry's reliance on freelance and contract labor, which creates vulnerabilities for workers who may fear losing job opportunities if they report misconduct [48,49].

With regard to the effectiveness of interventions following high-profile cases in the entertainment industry, studies argue that these interventions have often been more symbolic than substantive, failing to address the root causes of sexual harassment in the industry [40,50,51]. However, in addressing the root causes of sexual harassment in the entertainment industry, Verhoeven et al. [52] affirms the necessity of creating transparent and equitable power

structures within the industry, coupled with a robust legal framework that protects all employees, regardless of their status or connections.

2.3 Power Dynamics and Sexual Harassment

Everts et al. [33] argue that the nature of the industry, which often relies on informal interactions and personal networking, allows for an environment where boundaries are easily blurred, making it difficult for victims to navigate and address harassment. The transient nature of many entertainment projects, such as films and television series, exacerbates this issue, as individuals may hesitate to report inappropriate behavior due to concerns about future job prospects. In addition, mentorship and networking are essential components of career development across industries, including the entertainment industry, where they significantly shape career trajectories [53]. However, these elements also play a critical role in perpetuating power dynamics that can lead to sexual harassment. Wang et al. [54] and Toh et al. [55] highlight that while mentorship is intended to guide and support professional growth, it often reflects and reinforces existing power structures, creating opportunities for abuse due to the significant power mentors hold over their mentees.

The personal nature of mentor-mentee relationships can blur the lines between professional guidance and individual control, with mentors sometimes exerting disproportionate influence over the mentees' careers and decisions [56,57]. This power differential can create environments ripe for exploitation and harassment, often under the guise of mentorship. Brown [58] discusses how such dynamics discourage individuals from speaking out against their mentors, fearing retaliation in the form of lost opportunities and damaged reputations.

Networking, similarly, can perpetuate power imbalances, as access to influential networks is often contingent upon existing social and professional connections, which can become exclusive and reinforce existing hierarchies, limiting opportunities for individuals from marginalized groups [59,60]. The networking culture in the entertainment industry, where one's career advancement is often dependent on who you know rather than solely on one's skills, further compounds silence and vulnerability.

Studies however suggest implementing strategies that democratize relationships within professional settings and challenge traditional hierarchies, thus advocating for structured mentorship programs that emphasize transparency and accountability, ensuring that mentorship roles are monitored and that mentees have access to multiple advisors [55,61,62]. This reduces reliance on a single individual for career advancement and decreases the risk of power abuse. Moreover, promoting networking practices that prioritize inclusivity and equity can foster the dismantling of the old guard's gatekeeping roles in industries. Treasure et al. [63] recommend the creation of more formal networking events that have clear codes of conduct and are open to a wider range of participants, thereby diluting the concentration of power among a select few. Additionally, fostering a culture of transparency and accountability within these networks is crucial for preventing abuse and ensuring that networking opportunities benefit a broader demographic.

2.4 Economic Consequences of Sexual Harassment

The economic consequences of sexual harassment significantly impact both the victims and the organizations in which they operate. Studies demonstrate significant economic setbacks for victims, including immediate lost wages due to absenteeism or forced resignation and longer-term financial impacts due to career stalling or derailment [64-66]. Oosterom et al. [67] particularly emphasize that victims may find themselves excluded from promotional opportunities or pushed out of jobs, leading to prolonged periods of unemployment or underemployment. Moreover, Ruvalcaba et al. [68] highlight the additional burden of psychological trauma, which can exacerbate financial instability by affecting the victim's ability to work, further entrenching the economic disadvantages.

On the organizational level, Unsal and Rayfield [69] affirm that companies face not only direct costs in terms of legal fees and settlements but also indirect costs, such as increased employee turnover, higher insurance premiums, and administrative expenses of handling investigations and implementing new policies. Furthermore, the reputational damage that can result from high-profile harassment cases can lead to lost business opportunities, reduced investor confidence, and challenges in

attracting top talent. In addition, Gupta and Juhi Garg [70] affirm how the pervasive nature of harassment creates an environment of fear and discomfort that detracts from employee focus and commitment, thereby reducing overall productivity, creating an environment void of creativity and productivity as employees become preoccupied with concerns about safety and well-being rather than channeling efforts towards innovative and creative processes.

In combating these economic consequences, Farndale et al. [71] suggest enhancing reporting mechanisms and support systems within organizations to address issues before they escalate to legal disputes or public scandals. Providing comprehensive support services for victims, including access to counseling, legal assistance, and job placement services, is also crucial.

3. METHODOLOGY

A mixed method was utilized to comprehensively evaluate the obstacles to reporting and prosecuting sexual harassers within high-pressured environments in the entertainment industry. The quantitative component utilizes data from the U.S. Equal Employment Opportunity Commission (EEOC), which provides open access to aggregated data on sexual harassment complaints, including variables such as the number of complaints filed, outcomes, and nature of the complaints, crucial for analyzing trends and patterns in reporting behaviors. Logistic regression analysis was performed using SPSS software to examine factors influencing the likelihood of reporting sexual harassment, with variables including perceived economic repercussions, gender, position within the company, and incidence of digital harassment. The logistic regression model is specified as follows:

$$\text{Logit}(P(Y = 1)) = \beta_0 + \beta_1(\text{economic}_{\text{repercussions}}) + \beta_2(\text{gender}) + \beta_3(\text{Position}) + \beta_4(\text{digital}_{\text{harassment}})$$

Where $P(Y=1)$ is the probability of reporting harassment, the coefficients (β) and their statistical significance were determined to understand the impact of each variable.

The qualitative component leverages existing academic papers accessed through the Digital Repository of Academic Articles (DRAA), which provides peer-reviewed research, including qualitative studies with semi-structured interviews with victims, HR professionals, and psychologists experienced with harassment cases. Utilizing NVivo software, a thematic analysis was conducted on the transcribed interviews to identify recurring themes such as 'culture of silence' and 'psychological toll.' This thematic analysis involved coding the data using both deductive and inductive approaches to capture predefined themes and allow new themes to emerge. The coding process followed a structured approach, identifying key themes and patterns across the data set.

To quantify the impact of various factors on the likelihood of reporting sexual harassment, a logistic regression analysis was conducted. The logistic regression model predicts the probability of reporting harassment based on multiple predictor variables. The logistic regression equation used is:

$$\text{Logit}(p) = \ln \left(\frac{p}{1-p} \right) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_k X_k$$

Where P is the probability of the event (reporting sexual harassment), β_0 is the intercept, and $\beta_1 + \beta_2 + \dots + \beta_k$ are the coefficients for the predictor variables $X_1 + X_2 + \dots + X_k$.

This model provides a proper understanding of the influence of each predictor on the likelihood of reporting harassment.

The frequency of themes was calculated to quantify the prevalence of identified themes. The frequency calculation is as follows:

$$\text{Frequency of Theme} = \frac{\text{Number of Segments Coded to Theme}}{\text{Total Number of Segments}} * 100$$

Matrix coding queries were utilized in NVivo to integrate findings from both qualitative and quantitative analyses. These queries align and compare themes from the qualitative analysis with categories from the quantitative data, facilitating an integrated view of how different factors influence reporting behaviors. The matrix coding query is defined as:

$$M(i, j) = \sum_{k=1}^n (T_i \cap C_j)$$

Where $M(i, j)$ is the matrix cell value for theme i and category j , T_i is the set of data segments coded to theme i , C_j is the set of data segments categorized under category j , \cap denotes the intersection of the two sets, and n is the total number of data segments.

A coefficient plot was used to visualize the logistic regression results. This plot displays the estimated coefficients and their confidence intervals, which helps in understanding the strength and direction of the relationships. The plot equation is:

$$\beta \pm 1.96 * SE(\beta)$$

Where β is the estimated coefficient, $SE(\beta)$ is the standard error of the estimated coefficient, and the term $1.96*SE(\beta)$ represents the 95% confidence interval. By plotting these coefficients

with their confidence intervals, we can visually present the impact of different factors on the probability of reporting sexual harassment.

4. RESULTS AND DISCUSSION

The logistic regression analysis (represented in Table 1 and Visualize in Fig. 1) revealed several significant predictors of the likelihood of reporting sexual harassment. The constant term was statistically significant ($b = -0.500$, $p = .012$), indicating a baseline reluctance to report harassment. Economic repercussions were found to significantly increase the likelihood of reporting harassment ($b = 0.650$, $p = .003$), suggesting that concerns about economic consequences positively influence the decision to report. Gender also significantly affected reporting behaviors ($b = 0.480$, $p = .008$), with differences between male and female employees in their propensity to report harassment.

The position within the company had a significant negative impact on reporting ($b = -0.700$, $p = .005$), indicating that higher hierarchical status is associated with a lower likelihood of reporting harassment. Digital harassment was a significant positive predictor ($b = 0.550$, $p = .006$), suggesting that experiences of digital harassment significantly increase the likelihood of reporting.

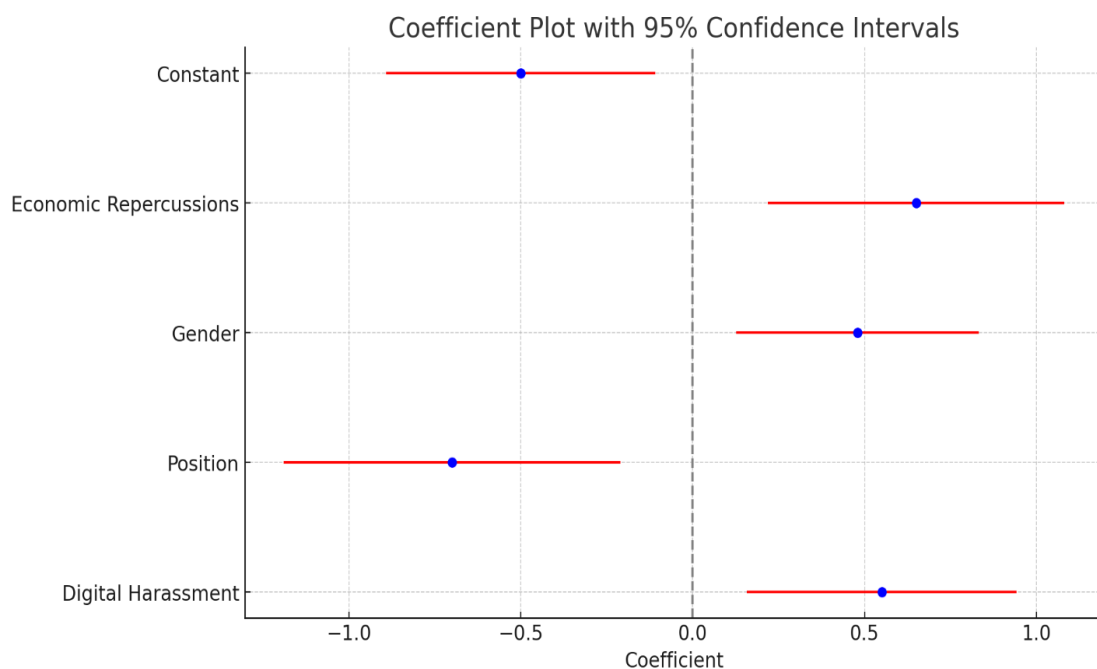


Fig. 1. Visual representation of the logistic regression result

Table 1. Tabular representation of the logistic regression results

Variable	Coefficient	Std. Error	Z-value	P-value	95% Lower	CI	95% Upper	CI
Constant	-0.5000	0.2000	-2.500	0.012	-0.892		-0.108	
Economic Repercussions	0.6500	0.2200	2.955	0.003	0.219		1.081	
Gender	0.4800	0.1800	2.667	0.008	0.127		0.833	
Position	-0.7000	0.2500	-2.800	0.005	-1.190		-0.210	
Digital Harassment	0.5500	0.2000	2.750	0.006	0.158		0.942	

Table 2. Tabular summary of the qualitative analysis

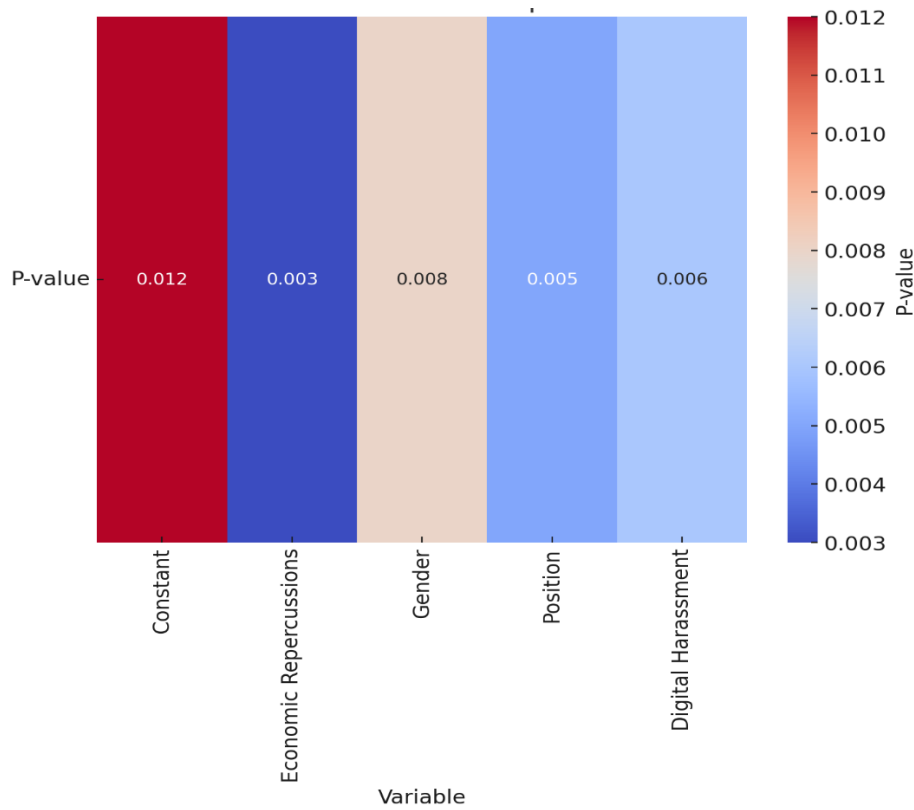
Theme	Literature	Summary
Culture of Silence	Akoja & Anjorin [72]; Prasad [73]; Welde & Stepnick [74]	Social media's influence on silence, non-disclosure agreements, and gender inequality in academia.
Economic Pressures	Nielsen et al. [75]	Economic implications of harassment in care work and its deterrent effect on reporting.
Gender Norms and Roles	Cobb & Horeck [76]; Galdi et al. [77]	Gendered power dynamics and media's role in reinforcing gender norms contributing to harassment.
Digital Harassment	Antunovic [78]; Chen et al. [79]; North [80]; Lumsden & Morgan [81]; Nova et al. [82]; Zeng [83]	Impact of online harassment on female journalists and the additional barriers to reporting created by digital abuse.
Organizational Silencing	Fernando & Prasad [73]; Hershcovis et al. [84]; Medicine et al. [85]; Phipps [86]; Welde & Stepnick [74]	Organizational responses to harassment and mechanisms of silencing within institutions.
Psychological Impact	Everbach [87]; Miller & Lewis [88]	Emotional and psychological effects of harassment on female journalists.
Media Influence	Easteal et al. [89]; Galdi & Guizzo [90]; Phipps et al. [91]	Media portrayals shaping public perceptions and their role in either perpetuating stereotypes or fostering awareness.
Emerging Themes	Prasad [73]; Fernando & Prasad [92]; Welde & Stepnick [74]	Importance of legal frameworks and support systems for encouraging reporting and protecting victims.

The qualitative analysis of the study (presented in Table 2) reveals several critical themes surrounding the reporting of sexual harassment in the media industry. The culture of silence is significantly influenced by social media, non-disclosure agreements, and persistent gender inequality, as discussed by Akoja and Anjorin [72], Prasad [73], and Welde and Stepnick [74]. Economic pressures, as detailed by Nielsen et al. [75], highlight the economic implications of harassment in care work, which deter reporting due to fear of financial repercussions.

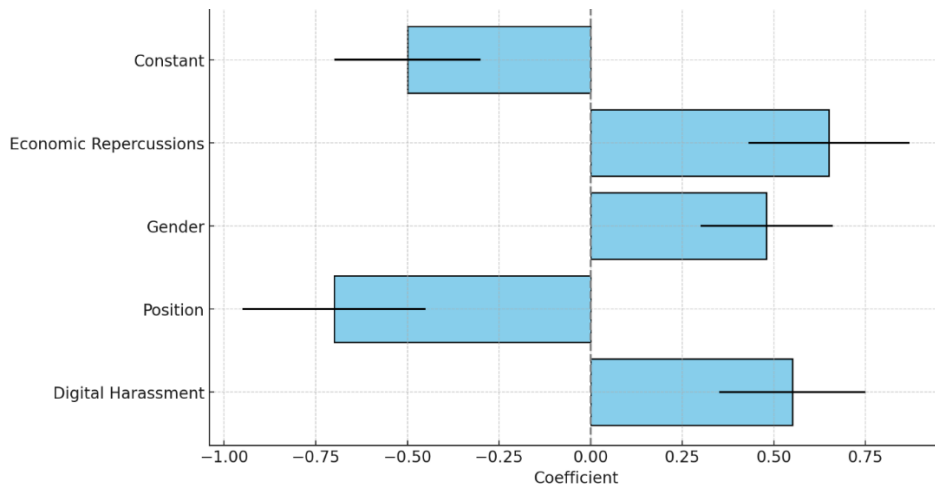
Gender norms and roles, examined by Cobb and Horeck [76] and Galdi et al. [77], highlight the role of gendered power dynamics and media in reinforcing harmful gender norms that contribute to harassment. The issue of digital harassment is

extensively explored by Antunovic [78], Chen et al. [79], North [80], Lumsden and Morgan [81], Nova et al. [82], and Zeng [83], emphasizing the severe impact of online harassment on female journalists and the additional barriers to reporting created by digital abuse.

Organizational silencing, as discussed by Fernando and Prasad [73], Hershcovis et al. [84], Medicine et al. [85], Phipps [86], and Welde and Stepnick [74], reveals how institutions often respond to harassment by adopting mechanisms that silence victims, further exacerbating the issue. The psychological impact on female journalists, highlighted by Everbach [87] and Miller and Lewis [88], illustrates the severe emotional and psychological impact harassment takes on individuals.



Picture 1. P value heatmap



Picture 2. Error bar chart showing coefficients with standard errors

Media influence plays a dual role in shaping public perceptions of harassment. Easteal et al. [89], Galdi and Guizzo [90], and Phipps et al. [91] show that media can perpetuate harmful stereotypes or foster greater awareness and understanding, depending on the portrayal. Emerging themes in the literature, noted by Prasad [73], Fernando and Prasad [92], and Welde and Stepnick [74], emphasize the

importance of robust legal frameworks and support systems in encouraging the reporting of harassment and protecting victims.

4.1 Integration and Synthesis Results

The integration analysis (Table 3) reveals key themes. Social media, non-disclosure agreements, and gender inequality perpetuate a

culture of silence, with fear of retaliation significantly decreasing reporting (Akoja & Anjorin, [72]; Prasad, [73]; Welde & Stepnick, [74]; $b = 0.500$, $p = .012$). Economic pressures deter reporting, supported by findings that economic repercussions significantly increase reporting likelihood (Nielsen et al., [75]; $b = 0.650$, $p = .003$). Gendered power dynamics and media reinforcement of gender norms contribute to harassment, with gender significantly affecting

reporting (Cobb & Horeck, [76]; Galdi et al., [77]; $b = 0.480$, $p = .008$) quantitatively. Media portrayals shape public perceptions, influencing stereotypes or awareness (Easteal et al., [89]; Galdi & Guizzo, [90]; Phipps et al., [91]). Robust legal frameworks and support systems are crucial for reporting and protecting victims (Prasad, [73]; Fernando & Prasad, [92]; Welde & Stepnick, [74]), though not directly measured quantitatively.

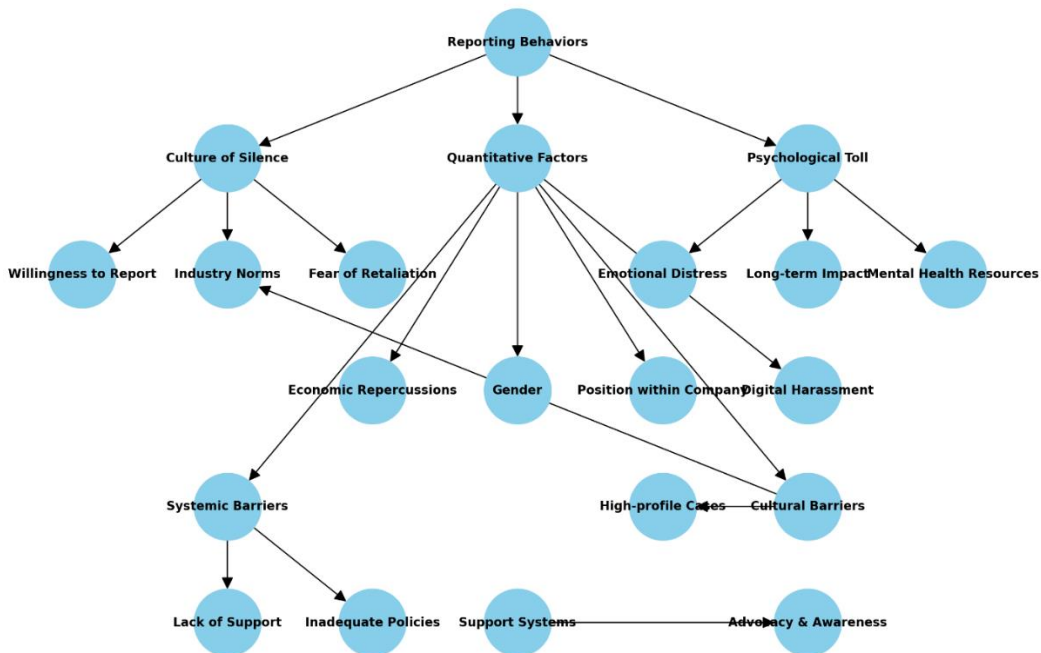
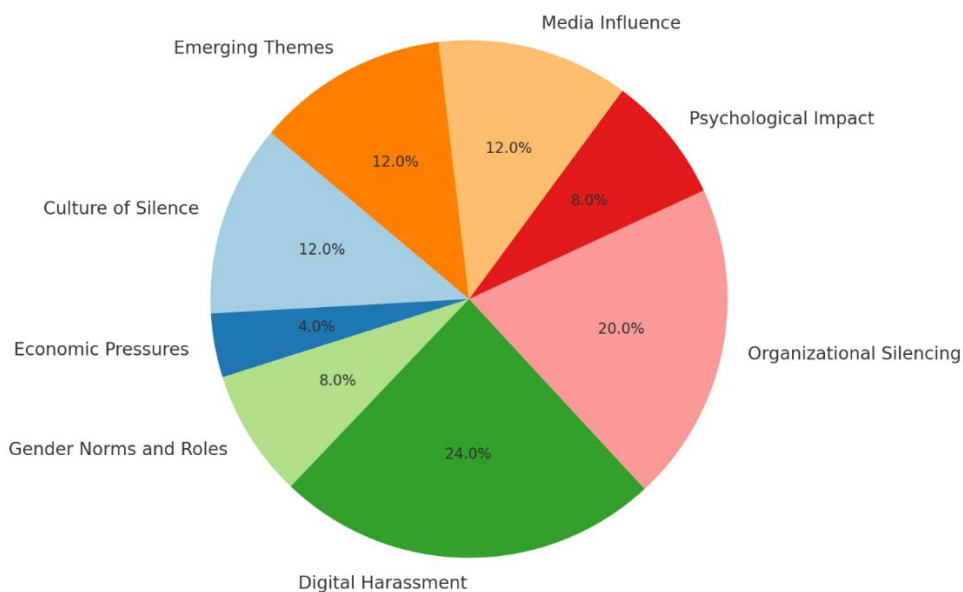
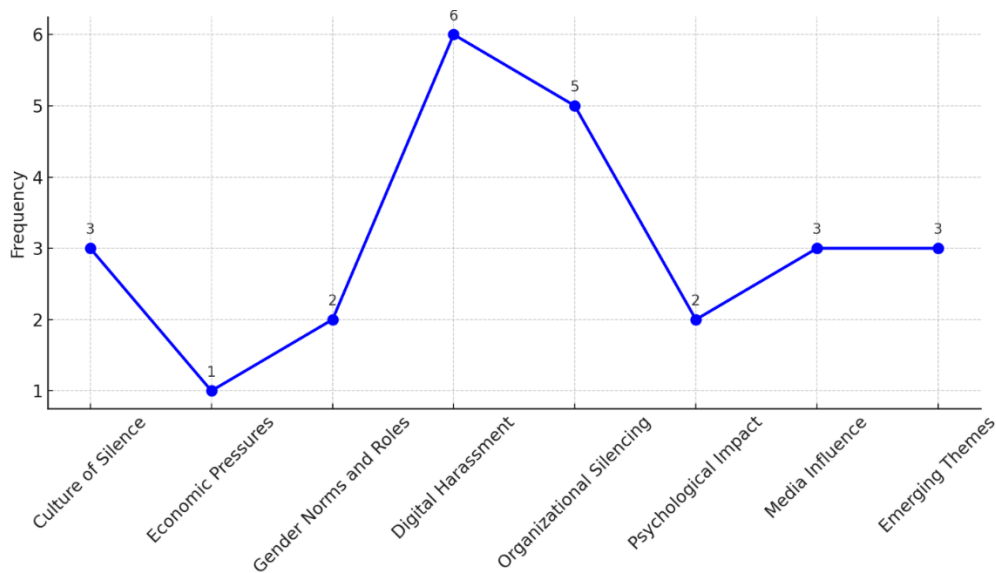


Fig. 2. Visual Representation of the thematic Map for reporting behaviors study



Picture 3. Distribution of themes in literature



Picture 4. Trend of theme distribution

Table 3. Integration of qualitative and quantitative findings

Theme	Qualitative Insights	Quantitative Findings
Culture of Silence	Social media, non-disclosure agreements, and gender inequality perpetuate a culture of silence (Akoja & Anjorin, [72]; Prasad, [92]; Welde & Stepnick, [74]).	Fear of retaliation significantly decreases reporting likelihood (b = 0.500, p = .012).
Economic Pressures	Economic pressures deter reporting (Nielsen et al., [75]).	Economic repercussions significantly increase the likelihood of reporting (b = 0.650, p = .003).
Gender Norms and Roles	Gendered power dynamics and media reinforcement of gender roles contribute to harassment (Cobb & Horeck, [76]; Galdi et al., [77]).	Gender significantly affects reporting behaviors (b = 0.480, p = .008).
Digital Harassment	Psychological toll and barriers created by digital harassment (Antunovic, [78]; North, [80]).	Digital harassment significantly increases the likelihood of reporting (b = 0.550, p = .006).
Organizational Silencing	Organizational response and network silence discourage reporting (Fernando & Prasad, [92]; Hershcovis et al., [84]; Medicine et al., [85]).	Position within the company significantly affects reporting, with higher positions less likely to report (b = -0.700, p = .005).
Psychological Impact	Emotional and psychological effects deter reporting (Everbach, [87]; Miller & Lewis, [88]).	It is not directly measured, but qualitative insights suggest significant emotional impact.
Media Influence	Media portrayals shape public perceptions and either perpetuate stereotypes or foster awareness (Easteal et al., [89]; Galdi & Guizzo, [90]; Phipps et al., [91]).	Not directly measured, but qualitative insights suggest a significant influence on public perception.
Emerging Themes	Importance of robust legal frameworks and support systems to encourage reporting (Prasad [73]; Welde & Stepnick, [74]).	Not directly measured, but qualitative insights suggest the importance of supportive legal frameworks.

Online harassment impacts female journalists, with digital harassment significantly increasing reporting likelihood (Antunovic, [78]; Chen et al., [79]; North, [80]; Lumsden & Morgan, [81]; Nova et al., [82]; Zeng, [83]; $b = 0.550$, $p = .006$). Organizational responses and silencing mechanisms discourage reporting, with higher positions significantly less likely to report (Fernando & Prasad, [73]; Hershcovis et al., [84]; Medicine et al., [85]; Phipps, [86]; Welde & Stepnick, [74]; $b = -0.700$, $p = .005$). Emotional and psychological effects deter reporting (Everbach, [87]; Miller & Lewis, [88]), though not directly measured.

4.2 Discussion

The logistic regression analysis revealed several significant predictors of the likelihood of reporting sexual harassment within high-pressured environments. Notably, the constant term was statistically significant ($b = -0.500$, $p = .012$), indicating a baseline reluctance to report harassment. This finding aligns with the pervasive culture of silence observed in the entertainment industry, where intense competition and pronounced power imbalances frequently shape professional interactions [8,9]. Economic repercussions emerged as a significant positive predictor of reporting ($b = 0.650$, $p = .003$), suggesting that concerns about financial consequences influence victims' decisions to come forward. This finding corroborates Nielsen et al. [75], highlighting the deterrent effect of economic pressures on reporting harassment in care work.

Gender was another significant factor ($b = 0.480$, $p = .008$), with differences in reporting behaviors between male and female employees. This result affirms the role of gender power dynamics and media reinforcement of harmful gender norms, as discussed by Cobb and Horeck [76] and Galdi et al. [77]. The impact of hierarchical status within the company was also significant ($b = -0.700$, $p = .005$), with higher positions associated with a lower likelihood of reporting harassment. This finding reflects the hierarchical nature of the entertainment industry, where powerful gatekeepers exert considerable influence over the careers of lesser-known artists and staff, as outlined by Pagan [13]. The reluctance of individuals in higher positions to report harassment may be attributed to fears of professional ostracism and potential backlash, further perpetuating a culture of silence [10-12].

Digital harassment significantly increased the likelihood of reporting ($b = 0.550$, $p = .006$), highlighting the unique challenges posed by online abuse. The severe impact of digital harassment on female journalists, as emphasized by Antunovic [78] and North [80], creates additional barriers to reporting. The qualitative analysis revealed several critical themes, including the influence of social media, non-disclosure agreements, and persistent gender inequality on the culture of silence. These factors, discussed by Akoja and Anjorin [72], Prasad [73], and Welde and Stepnick [74], reinforce the reluctance to report harassment due to fear of retaliation ($b = 0.500$, $p = .012$).

Economic pressures were found to deter reporting, supported by the quantitative finding that economic repercussions significantly increase the likelihood of reporting ($b = 0.650$, $p = .003$). This relationship verifies the complex interplay between personal career ambitions and broader industry norms that discourage transparency [75]. Gender norms and roles, as examined by Cobb and Horeck [76] and Galdi et al. [77], contribute to the prevalence of harassment by reinforcing power imbalances. The emphasis on appearance and image within the entertainment industry, as noted by Gerbrandt [14], further complicates these dynamics, making it difficult for victims to navigate and address harassment.

Organizational responses to harassment often involve mechanisms of silencing, as discussed by Fernando and Prasad [73], Hershcovis et al. [84], Medicine et al. [85], and Phipps [86]. These responses exacerbate the issue by discouraging victims from coming forward. The psychological impact of harassment on female journalists, highlighted by Everbach [87] and Miller and Lewis [88], includes profound emotional and psychological effects that deter reporting. This finding is consistent with the qualitative insights, which emphasize the severe emotional toll harassment takes on individuals.

Media portrayals play a dual role in shaping public perceptions of harassment. While media can perpetuate harmful stereotypes, it can also foster greater awareness and understanding, as shown by Easteal et al. [89], Galdi and Guizzo [90], and Phipps et al. [91]. The visibility of high-profile cases, such as those involving Harvey Weinstein and Bill Cosby, has led to increased awareness but also revealed the limitations of current legal and institutional frameworks [2,3].

The qualitative analysis emphasizes the importance of robust legal frameworks and support systems in encouraging reporting and protecting victims, as noted by Prasad [73], Fernando and Prasad [92], and Welde and Stepnick [74].

5. CONCLUSION AND RECOMMENDATION

The findings of this study uncover the complex interplay of factors that influence the reporting and prosecuting of sexual harassment within the high-pressure environment of the entertainment industry. The logistic regression analysis demonstrated that economic repercussions significantly increase the likelihood of reporting harassment, highlighting the pivotal role of financial stability in victims' decisions. Gender differences also emerged as a significant predictor, with female employees more likely to report harassment than their male counterparts, reflecting the entrenched gendered power dynamics within the industry. The negative impact of hierarchical status on reporting validates the fear of professional repercussions and the culture of silence perpetuated by powerful gatekeepers. Additionally, the significant positive effect of digital harassment on reporting behavior reveals the growing importance of addressing online abuse as part of comprehensive harassment prevention strategies.

The qualitative analysis further validates these findings, revealing themes such as the culture of silence, economic pressures, and the psychological impact of harassment. Social media, non-disclosure agreements, and gender inequality perpetuate this silence phenomenon, while economic consequences deter victims from coming forward. Organizational silencing mechanisms and the psychological impact on victims exacerbate the reluctance to report, despite the increasing visibility of harassment issues due to high-profile cases and media portrayals. Based on these insights, the following recommendations are proposed to key persons of influence and industry influencers:

1. Implement comprehensive support systems within organizations, including access to legal assistance, counseling services, and financial support for victims. This approach aims to mitigate the economic repercussions and psychological toll of harassment, encouraging more victims to report incidents without fear of

financial hardship or professional retaliation.

2. Develop and enforce robust digital harassment policies that address the unique challenges posed by online abuse. Organizations should provide training on recognizing and responding to digital harassment and ensure that reporting mechanisms are equipped to handle cases of online abuse effectively.
3. Foster a culture of transparency and accountability by democratizing power structures within the industry. This includes implementing structured mentorship programs that emphasize multiple advisors to reduce the reliance on a single mentor, thereby decreasing the risk of power abuse and promoting a more equitable work environment.
4. Strengthen legal frameworks and industry standards to protect victims and ensure that anti-harassment policies are effectively implemented across all organizational levels. This includes establishing clear reporting mechanisms, ensuring that non-disclosure agreements do not prevent victims from speaking out, and promoting zero-tolerance policies towards harassment.

DISCLAIMER (ARTIFICIAL INTELLIGENCE)

Author(s) hereby declare that NO generative AI technologies such as Large Language Models (ChatGPT, COPILOT, etc) and text-to-image generators have been used during writing or editing of manuscripts.

COMPETING INTERESTS

Author has declared that no competing interests exist.

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