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## Sexual Harassment Through Language Strategies of Power in Higher Education Based on The Trichotomy of Relationships Approach

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### Abstract

Women are considered vulnerable under the UN Charter of Human Rights due to many factors, two of which are historical and systemic marginalization. Women, as a vulnerable group, increase their chances of becoming victims of sexual harassment, both physical and verbal abuse. This practice occurs across various settings, including Higher Education environments where such behaviors against students are prevalent. Legal science is no longer superior in reaching holistically when there is an inability to track language strategies based on the unconscious marginalization of binary opposition. This article aims to shed light on the ideological interests concealed behind a semantic model and the spread of semiotic symbols with sexual connotations. Using the legal research method with a Trichotomy of Relations approach, it uncovers the glorification of social status - as a lecturer, as capital in creating instrumental communication with sexual connotations. Regulations are needed to combat the misuse of communication for power and remove barriers hindering meaningful discourse. This policy should also enforce the use of clear and formal language to minimize interpretational ambiguities within the institution.

**Keywords:** Criminal Law; Sexual Harassment; Trichotomy of Relation.

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### Introduction

Concern for children and women's issues began to be recorded in the 1920s, after World War I. In that war, women and children suffered the most. A grown man may have been wounded, but he could still hold his head high, boasting of his heroic war stories. However, this was not the case for women and children who had to run, hide, be threatened, and be physically and psychologically distressed during the war. After the war, women and children had to face the harsh reality that their husbands or brothers were missing or even injured. The women became widows, and the children became orphans, thus losing the family figure who protected them. As a result of World War I, there was concern for the fate of women and children through various actions that urged the world to take the fate of women and children seriously after the war (Djamil, 2013).

The emergence of the UN Charter of Human Rights is a milestone in the recognition and protection of children's rights. However, the term children's rights is always coupled with the term 'women,' where various explanations and articles identify that children and women are included in the 'vulnerable groups.' So, special attention and handling are needed at international conventions. The same assertion was made by (Kasmawati, 2017), where women, in particular circumstances, are part of a vulnerable group to various forms of human rights violations.

As a part of a vulnerable group, meaning that women are prone to be victims of criminals, one of them being sexual harassment. Sexual harassment can briefly be defined as unwanted sexual acts or sexual connotations that cause offense and discomfort to the victim. Sexual harassment occurs when people are targets of unwanted sexual comments, gestures, or actions because of their actual or perceived gender, gender expression, or sexual orientation (Burn, 2019).

Sexual harassment can be divided into two forms, namely verbal and non-verbal (physical). This form was later developed by Dzeich and Weiner into thirteen types of sexual violence. In the article written by Muhsin et al. (2021), thirteen types of sexual violence are:

**Table 1. the thirteen types of sexual violence**

| <b>The Quid Pro Quo (Power Player)</b>                      | <b>In which the perpetrator commits sexual violence and exchanges profits for the victim</b>   |
|---|--|
| The Father/Mother Figure to Children (The Counselor-Helper) | The type of violence perpetrated by a more senior person who acts as a mentor  |
| The One-of-The-Gang Harassment                              | In which a senior conducts sexual violence to his/her subordinates' member   |
| The Closed Setting Violence                                 | Violence in a closed setting so that it could not be known or realized by the victim or anyone else                                  |
| The Groper  | In which a harasser unwantedly touches the victim's personal part both in a crowded or uncrowded area                                |
| The Opportunist Type  | Which takes advantage of a situation when the victim is helpless because of a certain situation                                      |
| The Confidante  | Who attempts to seduce the victim by getting her/ his sympathy with a false story. The goal is to get a chance to vent sexual desire |
| The Situational Harasser                                    | Which targets the victim who is in a difficult position or experiencing suffering or disability                                      |
| The Pest  | Which is a type of coercion occurs even though the victim expresses her/ his disapproval   |
| The Great Gallant   | Where the perpetrator gives excessive praise in a public place that embarrasses the victim   |

|                          |   |
|--------------------------|---|
| The Intellectual Seducer | Where the perpetrator finds out the victim's habits and later uses them to harass the victim  |
| The Incompetent          | The type where the perpetrator does not get the victim's attention, and he/ she takes revenge by sexually harassing her/ him because of the refusal |
| Sexualized Environment   | An environment that contains elements of sexual harassment, such as graffiti, pornography, and sexually degrading posters                           |

Source: Muhsin et al. (2021)

Women are much more likely to be victims of sexual harassment precisely because they, more often than men, lack power, are in more vulnerable and insecure positions, lack self-confidence, or have been socialized to suffer in silence (Bunker et al., 2020). Homewood Health United Kingdom has published research into the vulnerable nature of women, with 47% of women at high risk of mental illness compared to 36% of men. Women are almost twice as likely to be diagnosed with depression compared to men. Therefore, in relation to the phenomenon of sexual harassment, according to Ike Herdiana, women who experience traumatic conditions are more prone to PTSD (Post-Traumatic Stress Disorder) and prolonged mental effects, in addition to problems regarding the burden of responsibility in caring for children and families (Homewood Health, 2017). This finding means that women are not only studied in terms of mental development but are also heavily influenced by their life experiences.

Before the law, internationally, through the aforementioned constructs, there has emerged a self-awareness of such vulnerability as something intrinsic in every woman. Eventually, on 18 December 1979, the member states of the United Nations (UN) ratified the Convention on the Elimination of All Forms of Discrimination Against Women, better known as the CEDAW Convention. This convention sets out the principles of women's human rights, norms and standards of obligations, and the responsibility of the state to eliminate all forms of discrimination against women (Sitamala et al., 2022). However, historically, the CEDAW Convention was only ratified by Indonesia in 1984 through the Law on the Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women.

Furthermore, the discourse on the protection of women and the passing and promulgation of the the Elimination of Domestic Violence Law (2004) was an attempt to deconstruct the superior binary opposition of the public-private perspective (Lianawati, 2009). In fact, partially, some arrangements also provide legal protection for women against the potential for sexual harassment through cyberspace based on the Electronic Information and Transaction Law (2008, 2016,

2024). On the other hand, the culmination of the State's commitment to protecting women was the passing of the Sexual Violence Law (2022).

However, there is a phenomenon of the legal protection of women from sexual harassment that actually precedes the Sexual Violence Law (2022), namely the emergence of the Ministerial Regulation on Prevention and Handling of Sexual Violence in the Higher Education Environment (2021). The emergence of the Minister of Education Regulation Number 30 of 2021 concerning Prevention and Handling of Sexual Violence in Higher Education Institutions is a legal product to respond to the rampant and exposed sexual harassment in the Higher Education environment circulating through various online mass media and social media. Sexual violence that occurs in the college environment can occur due to various factors. However, the main factor that is very closely related to the occurrence of sexual violence in the university environment is the existence of a relationship imbalance or power imbalance, where lecturers or university officials are superior while students are subordinate.

According to Irfawandi et al.,(2023) there are three factors that cause the rise of sexual violence on campus. First, because of the unbalanced relationship between victims and perpetrators, where lecturers are considered superior, and students are considered subordinate. Second, it relates to the potential for abuse of power by lecturers or campus officials because of their authority. Lecturers who do not maintain their integrity can take advantage of their position to take actions that harm students. Third, it relates to certain promises and lures given by the perpetrator to the victim, where a lecturer can deceive his students by showing a compassionate figure to cover up his sexual intentions. He also mentioned environmental factors like poor lighting and supervision in certain university areas, power imbalances between the perpetrator and victim, and social norms that condone sexual violence. The phenomenon of sexual harassment in higher education, from the point of view of legal studies, is often studied based on the concept of legal protection by simply assuming the view that the campus should be a safe and comfortable place for students (Kusuma, 2023).

There is legal research conducted by Safitri et al.,(2023) displays the factors that cause sexual harassment, namely: patriarchal culture; power relationships; *Victim-blaming* culture; students' understanding of sexual violence; lack of reports of sexual violence; and campus parties' cover-up cases of sexual violence. Then, studies on sexual harassment in several journals in the field of education, research conducted by Muniroh et al., (2023), which focuses on religious studies so as not to misbehave. In this study, the researchers concluded that the campus academic

community needs to explore and apply Islamic religious teachings in the campus environment.

There is also research that is exploratory-descriptive, as conducted by Fitriyanti & Suharyati (2023), which "only" hopes that all academicians work together to implement the Ministerial Regulation on the Prevention and Handling of Sexual Violence (PHSV) in the Higher Education Environment by optimizing the PHSV Task Force in order to create a Higher Education that is free from sexual harassment.

What is interesting in these aforementioned studies is that there is an acknowledgement of power relations between perpetrators and victims - the rest is only normative and descriptive and post factum, so there is domination and hegemony over people with less power in the Higher Education environment. However, with reference to the literature mentioned above, there has yet to be any research - in the field of law that discusses the act of speech and the structure of room design as a criminogenic factor.

However, the act of speech as a language strategy of power in Legal Studies has yet to become an intense discourse. Meanwhile, language activities are a form of articulation in law and lawyering as an activity to participate to provide meaning and application of power and authority owned by each functional position in the Criminal Justice System. This outcome is because every legal research based on the violation of legal norms is only based on the exercise of this authority (Husin, 2020). This fact means that as a legal research, it only examines and discusses issues that explicitly and clearly constitute a violation of a particular law. As a result, an act of speech that accompanies legal activities (*berrechten*) becomes undetectable by Legal Science. Because, according to Margarito Kamis (2022) and Soerjono Soekanto (1983), Legal Science does not have concepts or theories that discuss subjective matters.

Based on this discourse, we as researchers have constructed - starting from 2019, a model of approach method that provides scientific legitimacy in Law to detect language strategies within the scope of the exercise of power and authority, namely the Trichotomy of Relations. This method of approach is constructed through several theories and concepts from the field of Social Sciences that have the same factors, namely power and language.

## Problems

In law and legal activities (*berrechten*), academics and practitioners have difficulty in detecting social facts that have the potential to give rise to legal consequences, especially in the field of language and power. As a result, legal policy is only based on language activities carried out in public and has an impact on the harm experienced by the object of a speech act or utterance. Thus, it becomes difficult to measure the parameters of obscenity of an utterance that is intended to elicit a reaction from the interlocutor. Because, a reaction from a perlocutionary speech act is not only that which brings about a direct impact, but also a psychological impact. Thus, it becomes important - as the basis of legal policy - to uncover the interests of the speech acts of the Superior Binary Opposition (the Central) towards the Inferior Binary Opposition (the Other) that have the potential to lead to acts of sexual harassment within the scope of Higher Education. As a limitation to this research, it is necessary to address the issue of (1) How does the language of power become a criminogenic factor? and (2) What is the relationship between the language of power and sexual violence?

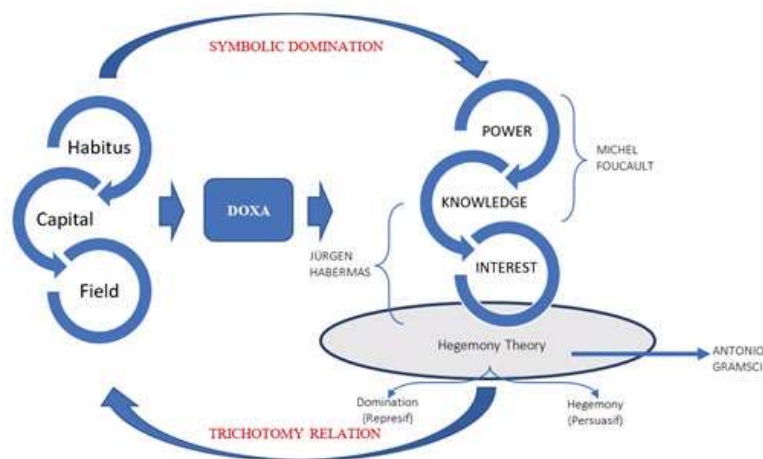
## Methods

This research uses a legal research method with a Trichotomy of Relations approach (Marbun, 2022; Marbun et al., 2021) - as a new approach method that researchers developed to complement the approach methods commonly used in legal research, as well as using models of approaches in Law—as a consequence of legal research methods, namely conceptual approaches, statutory approaches, and case approaches. Therefore, in addition to being based on secondary data through literature studies, it also uses primary data obtained from the participation method - due to the involvement of researchers as lecturers, to complaints of students who do not want the problem to be revealed to the public. However, researchers also obtained a chronological description of the occurrence of power language strategies from the perpetrators. Therefore, the Trichotomy of Relations approach is not only through Interdisciplinary Studies in Law but also constructed through Multidisciplinary approaches in the fields of Social Politics - from Michel Foucault, Jurgen Habermas, and Antonio Gramsci, in the realm of Linguistics - from Ferdinand de Saussure, Roland Barthes and Charles P. Sander, in the realm of Communication - from Paul Ricoeur, in the realm of Sociology - from Felix Pierre Bourdieu, and in the realm of Hermeneutics - from Hans-Georg Gadamer, Derrida, and Paul Ricoeur.

This article will elaborate on the ideological aspects (interests) hiding behind a semantic model and the semiotic spread of symbols with sexual connotations in

the increasing phenomenon of sexual harassment, using the legal research method with The Trichotomy Relations approach, which built upon four postulates from Legal Science: research methods utilizing legal research methods, the doctrine of interpreting law enforcement as discovering hidden values, the assertion that legal discovery is an act of public authority, and the recognition that Legal Science lacks concepts to assess law enforcers' actions subjectively. The Trichotomy Relations Approach incorporates Critical Discourse Analysis and Semiotics in its methodology. It questions discourse, context, historical background, power dynamics, and ideology within legal research, thus providing varied interpretations beyond reliance on secondary data.

**Figure 1. The Trichotomy Relations Approach incorporates Critical Discourse Analysis and Semiotics**



Source: (Marbun, 2022; Marbun et al., 2021)

The use of Trichotomy Relations as an approach in this research is due to the similarity of problems in Law and Linguistics, namely the problem of understanding the word's meaning (Scholten, 2011). Moreover, one aspect that academics and legal practitioners do not realise is the close link between language - especially speech acts - and a person's physical working patterns (Ricouer, 2014). Therefore, constructing this approach model, it focuses on language models and language activities that are separated from studies from a legal perspective. Thus, the aspect of "and language activity" in the concept of Trichotomy Relations - as an Approach Model in research on the phenomenon of law enforcement as well as in Social Praxis Theory becomes important to examine and scrutinize. Thus, the logical consequence of the Trichotomy of Relationships Approach is the use of Critical Discourse Analysis (CDA) and Semiotics as an interpretation model in the Qualitative Data Analysis Technique section.

Certainly, it becomes a big question why, in researching law enforcement - especially criminal law, the Trichotomy Relationship approach model starts from the aspect of “language” - in this case, the researcher puts aside the discourse on the difference between “language” and “linguistics” which is only understood by Language/Linguistics Academics. The second question is the relation between “language” and the law enforcement process. This question certainly recalls Soerjono Soekanto's view that law enforcement is realized through the attitude of the final action due to discretion (Soekanto, 1983). Even so, with the explanation of the concept of “attitude”, especially in the affective aspect, which is a form of language game with power. Therefore, in research that uses the Legal Research Method, through the Trichotomy of Relations approach whose objects are “language” and “behavior”, it raises the consequence of expanding the data source, namely everything in the form of text. In this case, the researcher follows Derrida, namely, all meaningful things.

The data used is in the form of a chronology made by the Victim of Sexual Harassment before she was examined by the Special Team formed by the College, including screenshots of conversations from the WhatsApp application between the Perpetrator and the Victim of Sexual Harassment. The conversational and chronological data were analysed using Semiotics and Critical Discourse Analysis, which is associated with the Actors' speech acts and his position in the Higher Education structure and as a Lecturer.

## Discussion

### 1. Language Strategies of Power

Before entering into the discussion of "Language Strategies of Power", as an introduction to this discussion - to explain the object of this research is the classical view of Aristotle, which emphasizes that no human being in this world has the same language, either spoken or written language. Thus, making translations from one language to another raises these complexities. Exchanging messages in the form of communication creates more difficulties, especially when the communication is in writing (Sumaryono, 1999).

This fact is due to the relationship between the human mind and language, which human use as a means of communication to carry out social interactions (Natsir, 2017). The relationship between language and the human mind will find its articulation in the process of generating an understanding of speech (utterance) and efforts to produce speech (utterance), which is influenced by the *tempus* of language acquisition (Thoriqussu'ud, 2012). Further explained by Katrini (2014),



conveying the contents of thoughts, feelings, and opinions as well as responses to themselves and to the surrounding environment always uses language. However, the language difficulties are differences in understanding of the language itself both as a means of conveying the oral variety, namely sound and through the means of conveying the written variety, namely writing.

According to Ricoeur (2005), language activities (communication) often carry with them the intonation and gesture aspects of each communicator and communicant. Therefore, language guides social reality and conditions individuals' thoughts about social problems and processes. Individuals do not live in an objective world, not only in the world of social activities as they are usually understood but are largely determined by certain language symbols that become the medium of social communication. However, in the context of parole (spoken language) that constructs communication, the language contains elements of interest (Marbun & Imanuddin, 2020). Thus, language is never free of value.

The use of language, in every era, often adapts to social reality and is even influenced by the paradigm (perspective) of the speaker to do language modification - in this case, the word, which tries to replace words with negative connotations (Aini, 2016). As an example, the word handicapped has been replaced with the word disabled, and the word "crazy" or "mentally ill" has been replaced with the acronym "ODGJ (Orang Dengan Gangguan Jiwa)". Therefore, studying language also studies non-linguistic communication, namely context. Thus, studying speech will focus on the relationship between language and action (Saifudin, 2019). What context means here is related to the language used for certain purposes and certain practices (Eriyanto, 2003).

Furthermore, there are other aspects to the use of language (language in use), namely the influence of understanding and self-awareness of a habitus-values and including paradigms, the awareness of the ownership of capital (capital), and mastering certain fields (arenas), which have an impact on efforts to find and create language variations. Therefore, it is not surprising that there is a view that the way of speaking (speech) has a direct relationship with personality. There is a belief that the way of speaking represents cognitive aspects and, at the same time the disposition of his personality (Aini, 2016; Warsiman, 2017).

In relation to the cognitive aspects mentioned above, as previously emphasized, then in language activities (language in use) related to affective aspects, a postulate can be drawn that language activities tend to utilize power based on binary opposition imbalances. Therefore, in this position, using language in communication is a strategy for power to operate.

The reality shows that language has often been used for various purposes, such as conveying information, knowledge, ideology, and even to manipulate and mislead. Recognizing the use of language, is not only about being aware of the function of language, but also about making its users (speakers and listeners) use the language responsively, effectively, and responsibly (Budiwati, 2011).

A linguistic form as a signifier does not have an inherent relationship with its signified meaning. However, because one of the characteristics of language is arbitrary, it is impossible to avoid the relationship between the signifier and the signified. This practice is because there is a very close relationship between language and its speakers. Thus, language is never neutral from the influence of the structure of society and the culture of the speakers (Wijana, 2014).

This non-neutrality stems from the ability to reason or think as a process. The ability to reason develops in line with one's mental and cultural development. This cultural development, among others, is obtained through education, which Foucault calls an effort to normalize and discipline (Warsiman, 2017). Thus, education is a means to develop the ability to think. In order for thinking activities to run effectively and produce correct thoughts, humans need guidelines that can be used as a guide in thinking activities. The guidelines for correct thinking are called logic (Warsiman, 2017).

Logic, as a science that teaches straightforwardness and systematization of thinking in the context of the Power-Knowledge Relationship Theory, has been placed in the rites of truth that produce views that are 'considered' correct by certain cultures. Researchers take an example from the area of law enforcement at the Investigation stage, where the civic-mindedness thinking pattern (what is good for the institution is the right thing) believed by Investigators in communicating with ratio aims, taught through the Police institution, to place a person in the examination process to collect information for the benefit of the Minutes of Examination (MoE), namely by placing the person in a situation through an instrumental communication model (Waljinah, 2016).

The empirical facts put forward by Panggabean & Sinar (2018) in examining a communication model in the Interview examination between the Investigator and the Reported for the benefit of the Minutes of Examination, which examines the language strategy of power with the concept of Forensic Linguistics and the Concept of Presumption, are as follows:

**Table 2. One of Form Language Strategies of Power**

|                     |  |
|---------------------|--|
| <i>Investigator</i> | : <i>What did you steal?</i>           |
| <i>Suspect</i>      | : <i>I didn't steal anything, Sir.</i> |
| <i>Investigator</i> | : <i>Ia...ia...What did you take?</i>  |
| <i>Suspect</i>      | : <i>Palmolive, Sir."</i>              |

Source: Panggabean & Sinar (2018)

The table show that the presumption of the above statement can be seen clearly as the strength of mastery of the meaning of the words "steal" and "take". The investigator followed the pattern of meaning understood by the examinee so that without realizing the examinee said what was done. The investigator leads the tortured, to be honest with what was done without any verbal or even physical violence. The investigator must be understood as someone who properly understands the habitus of the investigation process, social status as a state official is his capital, and there is self-awareness about the arena (field) of the investigation process. Thus, the Investigator can interpret the word "take" as the same as the word "steal". In this position, the word "take" has undergone a second-level connotation - in Roland Barthes' semiotics, by attaching a negative meaning to the word "take" (Panggabean & Sinar, 2018). As a result, the language used in the interview communication has become a Symbolic Domination for the suspect. It is institutionally justified and, theoretically, the concealment of interests through the presumption of innocence.

According to Bourdieu, symbolic power is a power to construct reality through what is called the gnoseological order, which is the closest interpretation of the social world of a group or person (Sofyan, 2014). Here, symbols are seen as instruments of knowledge and communication that enable the creation of a consensus about meaning and the social world. Certainly, this is done by imposing on the subdominant class, which will fundamentally contribute to the reproduction of the social order desired by a dominant class (Sofyan, 2014).

Ultimately, language games as a strategy to maintain power emerge symbolic domination which is a common sense in understanding social reality. Using strategies in the language of power that historize and as a functionalist institutional language will change the order of the structure of speech-language as a grand narrative or things that are considered true without criticism.

## 2. Language Strategies of Power in Sexual Violence: The Convergence of Legal Science in the Social Sciences

Legal science and legal activities (*berrechten*) have arrived at a self-awareness of the finality of a paradigm absolutized by ignoring the transcendental element as a meaninglessness. The meaninglessness results from the pattern of interpretative-cognitive activities that are materialistic and mechanistic (Putro, 2011), by only achieving one goal, namely certainty. As a result, all legal studies of sexual harassment as a *mala in prohibita* (an act prohibited by the law) have found it difficult to reach the realization of legal protection for potential victims. Since the achievement of material truth is the main focus of a criminal trial, concealment in the private sphere gives rise to acts that are different from sexual harassment in the public sphere—such as catcalling or whistling (Rabathy & Komala, 2018), which are more easily recognizable and fulfill the strength of proof.

The nature of this concealment is impossible to recognize by Legal Science, which always moves normatively. Based on this phenomenon, an approach is needed through the concept of Relational Trichotomy from the perspective of the Trichotomy of Relationships, which is constructed through the existence of a power relationship between the perpetrator and the victim, where the perpetrator has the advantage in social capital in the form of power, both due to social status and position in social institutions. Therefore, power in power relations, according to Foucault, is not a confrontation between two enemies or their mutual involvement, but a question of “governance.” “Governing” refers not only to the political structure of state management but also refers to how individual or group behavior can be directed- governing children, souls, communities, families, and the sick. To govern, in this sense, is to structure the field of action of others. Power can make a person follow the instructions of others who give them power voluntarily or by force (Suhartika & Haryanti, 2021).

Based on this idea, the strategy for power relations is through “language.” According to Foucault, language, discourse, and knowledge are affectively involved in human perception of the historical worldview. Language is the tool and way humans communicate through written and spoken terms, in other words, “the method of human communication, both oral and written, which consists of the structured and conventional use of words (Karam, 1974)”. Hence, language can be used to subjugate and control individuals. The prevalence of particular languages has established certain groups at the upper echelons of society.

Referring to Bourdieu, the ability to speak in humans-causes the nature of habitus in a person to be transposable (Marbun, 2021), either by hegemony or by dominance. In the private sphere-both the world of reality and the world of simulacra, the power of language becomes the main weapon in communication that not only functions to convey messages (Murniarti, 2019), but also functions to convey intentions and hopes.

The understood message gives rise to a reaction to fulfil or not fulfil the expectations hidden through language, in the study of perlocutionary speech acts (Suryawin et al., 2022). The basic concept of the study of perlocutionary speech acts is based on an understanding that the language spoken or conveyed never stands neutrally hidden through intelligence in language (Subandi et al., 2022).

Thus, language becomes a strategy in shaping knowledge to hide interests that can only be done by power holders. Therefore, language - in the study of Philosophy of Language, is a tool to control ideology and power (Anwar & Rahalus, 2022). Thus, it is not wrong when Foucault asserts that the holder of power will dominantly and hegemonically place the rites of truth to form a regime of truth. For Foucault, power and truth are not given, but a form of transformation (Nilson, 2016).

The point raised by Foucault above is reinforced by the view of Pierre-Felix Bourdieu - when constructing the Theory of Symbolic Domination, that the possession of power in action is based on self-consciousness over the internalisation of the factors of habitus, field and capital (Marbun, 2021), (Thomas & Wareing, 2007). What will happen then is the understanding of the spoken symbols and signs connotatively caused by the choice of words to form new knowledge.

The reading of symbols and signs by the communicant is what Roland Barthes calls connotative semiotics. However, this paper has lost one aspect of the formation of Connotative Semiotics, namely the aspects of expression (gesture) (Rahmawati, 2017), and intonation. However, the researcher obtained the description from the results of oral speech to the researcher, in the language of Dilthey's hermeneutics referred to as empathy. The researcher's empathy was constructed from a study in the field of Phenomenological Hermeneutics Philosophy, According to Paul Ricoeur(2005), gesture and intonation have an impact on the communicator (interlocutor).

One example of perlocutionary speech acts expressed by the Victim of Harassment (VH) a woman who works as a Staff Employee at a private university

in Jakarta, where the Perpetrator of Harassment (PH) conveyed speech acts in the form of “*don't let the incident spread today, I can take out anyone, for example in mkn or other work units*”.

In the study of Foucault and Bourdieu, the speaker realizes that his position is more dominant than the listener (interlocutor), so the language strategy of power spoken is in the form of threatening as a form of domination. This means that the study of sexual harassment in higher education is not only about the existence of power relations, but how power holders play language games that function as truth-games.

In this position, the victim of harassment has actually been under symbolic domination, which arises from a connotative understanding of her ability to terminate employment. This is because, as a power holder, the harasser does not have the authority to terminate the employment of anyone under his managerial authority. Thus, in order to maintain its interests, there is a strategy of creating connotative meanings that have a psychological impact on the reluctance to tell others.

For readers of this research, of course, they will argue why not just report to the head of the Higher Education? In this case, there is an aspect of capital—in Bourdieu's perspective, which is realised by the victim of harassment and also by the harasser, namely the academic ability in the field of Criminal Law and Telematics owned by the harasser. This certainly has an impact on an understanding of the meaningfulness of the expression of the victim of harassment if it is related to the strength of evidence.

However, through Critical Discourse Analysis as a method of interpretation, the aspect of capital that is realized by VH towards PH is not only based on the social modalities possessed in the form of knowledge and education but also in the form of differences in social status in terms of structural levels. This can be clearly understood in the sentence “Assalamualaikum sir, on Thursday I have permission to see a doctor first, sir, because it has already been scheduled [closed with a pleading icon]”. The sentence above, through the phrase “..... I have permission to see a doctor ...” shows the power relationship between VH and PH. This is what causes the absence of conscious objection to the use of the word "dear" in virtual communication.

In this Trichotomy of Relationships approach, the use of Critical Discourse Analysis is one of the instruments to test the communication model and aspects of context and power. Where, as the Central realizes capital, both social capital and

cultural capital, namely the high level of education, make the communication model instrumental (one-way). So, it is not surprising when Habermas (1972) explains that constructed knowledge is the sibling of interests.

What is interesting to observe is the continuation of attempts to commit sexual harassment realising the unsuccessfulness of the initial attempt due to objections from the victim of harassment, namely in the form of a self-awareness in the harasser for the non-disclosure of the previous discourse. This continuity is often manifested by the use of the word "dear"-referring to the word "SAYANG" in the photo below, in every communication through the WhatsApp application, as we include below:

**Figure 2. (One form of conversation as a language strategy of power from the perpetrator to the victim)**



Source: (Screenshot of the victim's cell phone sent to the researcher)

If we look at the *tempus* (time) of the sexual harassment, where the initial attempt occurred on 5 January 2022, then semiotically, the harasser has an inference of the level of security due to the reluctance to report the initial discourse (event). As a result, the communication model created uses instrumental communication through monologue logic. This is due to the absence of objections from the victim in the dialogue traffic. In the normative view of law, the series of sentences are meaningless sentences. However, in the Trichotomy of Relationships approach - through semiotic analysis, it should be associated with the first attempt. Thus, it will appear that the instrumental communication is the second attempt. In the general view circulating around the Higher Education environment, the word "dear" shows his attention to the employees he leads. This view is a naive view because it should make an effort to physically compare with other employees and whether there are similarities in the communication that occurs. However,

ignoring the ability to dismantle through Semiotics and Critical Discourse Analysis, ethically as an Educator, is unethical.

The ability to carry out this language strategy makes a power holder have opportunities and expectations when carried out in a closed private space. This means that the languages uttered in the communication process become independent when only studied based on legal norms. Because, the instrumental communication occurs still in the “process towards”.

## Conclusion

A person's shrewdness and expertise in playing language games that gain legitimacy through power and understanding of habitus, field, and capital, puts the Other under symbolic domination. As a result, it creates a psychological impact in the form of fear and discomfort. Therefore, a legal policy is needed from the Ministry of Education, Culture, Research, and Technology in the Higher Education accreditation visitation program to eliminate the romance of glory and sacredness of private spaces that make the communication process only limited consumption. In order to avoid the process of instrumental communication as a language strategy of power towards the Other.

Understanding the arbitrary nature (multi-interpretation) of a word causes the utterance of the word to always be associated with the context and capacity of the speaker. Thus, this understanding will lead to an attitude of caution in speaking words in language or communication activities. In relation to this research, speakers who have power should be aware of the existence of power relations in social relations in their environment. As a result, text speakers will always pay attention to the context, both *locus* and *tempus*, in communicating with everyone in higher education. Therefore, the authority - in this case, the Higher Education Institution, must begin to oblige the lower structures to always use formal texts that - as much as possible, do not give rise to multiple interpretations.

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