

Abstract

Historically, sexual harassment between faculty members and students has always been viewed privately, beyond the regulations of educational institutions. However, sexual harassment, one of the most common forms of aggressive behavior, has undoubtedly become a serious and insufficiently recognized topic for societies especially in workplaces and educational institutions (Fitzgerald, Shullman, Bailey et al., 1988; Manke, 2000).

In this study, the researcher examined the perceived relationship between personality traits and sexually harassing behavior of lecturers of Assumption University of Thailand. The study is based on the premise that personality traits can predict sexually harassing behavior of individuals. For personality traits, the researcher employed the Big-Five model consisting of Agreeableness, Conscientiousness, Extraversion, Neuroticism, and Openness to Experience. The dimension of sexually harassing behavior included likelihood to sexually harass (*Quid Pro Quo*) and hostile environment.

In this study, 316 questionnaires were distributed to full-time lecturers. The research employed descriptive analysis to illustrate demographic factors, including age and gender; and Pearson Correlation Coefficient was used for testing relationships between personality traits and sexually harassing behavior.

The research findings showed there are significant relationships between certain personality traits and sexually harassing behavior. Specifically, Agreeableness type of personality has no significant relationship with sexually harassing behavior. However, Extraversion, Neuroticism, and Openness to Experience types of personality have positive relationships with the behavior while

Conscientiousness type of personality has negative relationships with the said behavior.

Based on the results, lecturers who have low potential for sexually harassing behavior should be those who possessed a high degree of organization, persistence, and motivation in goal-directed behavior. However, the provision of appropriate preventive and corrective actions by developing clear sexual harassment policies can effectively reduce the problem of sexual harassment in organizations.

