

## Measuring the task force of sexual violence prevention and response effectiveness in Jakarta State University

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### ABSTRACT

*The issue of the Regulation of the Minister of Education, Culture, Research and Technology of the Republic of Indonesia Number 30 of 2021 proves the seriousness of the government in dealing with sexual violence in universities. One form of prevention in this Ministerial Regulation is the establishment of a Task Force for the Prevention and Handling of Sexual Violence. This task force aims to be the main factor of dealing with various forms of sexual violence that can occur in universities, all includes prevention, reporting, to handling. Based on the importance of the existence of the task force, this study aims to analyze the effectiveness of establishing The Task Force of the Sexual Violence Prevention and Response in universities based on the Regulation of the Ministry of Education, Culture, Research, and Technology of the Republic of Indonesia in 2021. This study uses a mixture of quantitative and qualitative methods with data samples taken from the State University of Jakarta. This research data collection technique was carried out by distributing questionnaires and conducting a literature review using the theory of effectiveness and the use of law and the concept of roles. This research found that through quantitative research, there is significant correlation between the principles of the Sexual Prevention and Response, The Task Force's main responsibility, and the objectives of this ministerial regulation. Through qualitative research, from the organizational component and the implimentation of gender-based regulation, this ministerial regulation is proven to be an effective regulation to handling sexual violence.*

#### Keywords:

*Effectiveness; Permendikbudristek; Sexual Violence Regulation*

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### INTRODUCTION

The issue of sexual violence is one of the issues that continues to emerge and is still being an ongoing discussion. Sexual violence can occur anywhere, be it public or private spaces, including government or even religious institutions. This also applies to educational

institutions. There are numerous research on sexual violence on campus. This is marked by the emergence of new vocabularies to describe sexual violence, the behavior of the victim who were not likely to report, and also the needs to straighten out the terminology surrounding sexual violence (Jessup-Anger et al., 2018; Nikmatullah, 2020). Since sexual violence is a relatively new issues that emerged lately, according to Banyard (2014), there are needs to standardize the terminology and definitions surrounding sexual violence because that is how we assess knowledge, attitude, and behavior change to examine the prevention program effectiveness. Aside to the needs on standardizing the terminology, the case of sexual violence is already up and rising.

In the educational institution, according to Komnas Perempuan's Indonesia's National Commission on Violence against Women annual records for 2021, violence in educational institutions occupies 4.2% and the perpetrators actually work as educators (Mendikbudristek, 2021). The Ministry of Education and Culture itself states that there is an emergency of sexual violence in universities. In a survey conducted in 79 campuses in 29 cities related to sexual violence in universities, 77% percent of lecturers admitted that sexual violence had occurred on their campus (Zuhra, 2019). In addition to this, several viral reports about sexual violence cases that have not been formally reported by victims have been circulating on social media. In August 2021, it was revealed on Twitter, using the hashtag #NamaBaikKampus, that 174 survivors from 79 campuses in 29 cities throughout Indonesia had disclosed their sexual violence experiences, with 172 of them being students (Zuhra, 2019). The survey conducted by several news institutions (Tirto, VICE Indonesia and the Jakarta Post) was instigated by cases of sexual violence at a state university which had become a public discussion in early November 2018. This demonstrates that universities are not immune to the threat of sexual violence.

Not only is sexual violence a threat, but the news agency survey found that survivors lack a safe space to report acts of sexual violence on campus. From the 174 survivors' testimonies, 84 people did not report the acts, 29 people reported to the campus authorities, 1 person reported to the police; and the rest reported to their closest acquaintances, such as family, friends, girlfriends, or other survivors. From these data, it can be seen that almost half of the respondents chose not to report. Because of this lack of reports, there is a high probability that the case will not be addressed and will repeat itself. According to data obtained from the same survey, 87 people out of 174 respondents experienced repeated acts of sexual violence. According to study by Cleere and Lynn (2013), Unacknowledge victims were more likely to endorse a prior romantic relationship with their assailant. This adds to the reasons why it is complicated for the victims to report the act.

In addition to previous numbers of cases, from a research conducted by Bergeron et al. (2019), from the data that are drawn from *Enquete Sexualite, Securite et Interactions en Milleu Universitaire (ESSIMU)*, there are disturbing rates of sexual violence on university campuses which 36.2% happened to students, 38.8% happened to professors, and 50.7% happened to employees at six universities in Quebec, Canada. Through the results of the survey above, it can be concluded that universities are very vulnerable to sexual violence, especially for students. There are several important points that can be drawn from these findings. First, universities are very vulnerable to acts of sexual violence. This is demonstrated by the high number of campuses involved in sexual violence cases from various cities in Indonesia. Second, because of the large number of survivors who do not report, the description of sexual violence on campus does not accurately reflect the actual conditions. The number of survivors who do not report sexual violence raises the possibility that there are more cases of sexual violence in the university environment than appears. Thirdly, the high percentage of survivors who do not report raises concerns about law

enforcement's inclusiveness toward victims. Numerous survivors prefer to keep their experiences to themselves or to confide in those closest to them without informing authorities. As was shown, this raises concerns not only about the security and comfort of the campus environment, but also about the campus management methods to prevent such acts.

In September 2021, the Indonesian Ministry of Education, Culture, Research, and Technology issued Permendikbudristek Number 30 of 2021 concerning the Prevention and Response to Sexual Violence as a forum and legal protection for cases of sexual violence in universities in Indonesia. This regulation aims to provide legal certainty surrounding the prevention and response to sexual violence in colleges and universities. An interesting example of a case regarding sexual violence at one of Indonesia's universities is the case at the State University of Jakarta. In December 2021, UNJ stumbled upon a sexual harassment case involving one of its teaching staff. This case is not only sad news for UNJ but also for Indonesia's education. According to Syaifudin, as the head of UNJ's Public Relations, this case turned out to be an old case that had been around for years (Ramadhan, 2021). This case compels students to encourage the campus to immediately implement Permendikbudristek Number 30 of 2021 (Peraturan Rektor Universitas Negeri Jakarta Nomor 7 Tahun 2021). On December 9, 2021, the Rector of UNJ issued the Rector's Regulation Peraturan Rektor Universitas Negeri Jakarta Nomor 7 Tahun (2021) on the Prevention and Response to Sexual Violence and the case was handled accordingly. The case was investigated by the Task Force on Sexual Violence Prevention and Response in accordance with Permendikbudristek Number 30 of 2021.

The case above demonstrates several points about sexual violence on college campuses. First, students need a forum to report cases of sexual violence on campus. Second, by implementing the Permendikbudristek and establishing the Task Force of Sexual Violence Prevention and Response, cases that have been around for years can be handled. The incident on the UNJ campus raises curiosity about the effectiveness of Permendikbudristek 30 of 2021 in dealing with sexual violence situations.

Research conducted by Adawiyah et al. (2022) claims that Permendikbudristek Number 30 of 2021 is an inappropriate policy because it is practiced within one scope only. According to this research, there are many other areas that have escaped attention because there are many strategically related spaces that need to be considered. Even though it is claimed to be an inappropriate policy, the case at UNJ shows that after the establishment of the Task Force of the Sexual Violence Prevention and Response, UNJ has successfully handled one sexual violence case.

Meanwhile, Suherman's research demonstrates that Permendikbudristek Number 30 of 2021 retains positive philosophical and sociological characteristics. However, from a juridical standpoint, this Permendikbudristek remains formally and materially flawed. Suherman argues that Permendikbudristek Number 30 of 2021 was not formed according to the idea of openness, resulting in a narrowing of the problem. Additionally, this results in a conflict between rules and religious norms (Suherman et al., 2021).

The two studies above explain the theoretical analysis of Permendikbudristek Number 30 of 2021. Although it is considered to have several shortcomings, the Permendikbudristek has succeeded in handling cases of sexual violence. For handling sexual violence cases, in Article 6 Section 3 point b, (Kemendikbudristek, 2021) it is explained that every university is required to form a Task Force for the Sexual Violence Prevention and Response. The Task Force of the Sexual Violence Prevention and Response is comprised of three distinct groups of campus residents: Lecturers, Students, and Educators. It can be said that the Task Force tries to enable campus intellectuals to address cases of sexual violence, which is expected to

foster inclusivity among campus residents when addressing cases of sexual violence. Despite the fact that it is mandatory, several universities in Indonesia have yet to establish a task force on each campus. Given the Task Force's significance, which serves as an extension of Minister of Education and Culture Regulation 30 of 2021, it is critical to supervise the Task Force itself.

With the Task Force serving as the primary enforcement mechanism for the Sexual Violence Prevention and Response regulations on campus, monitoring of it is necessary. The Task Force's effectiveness in establishing a campus free of various forms of sexual violence is essential. Due to the novelty of this regulation, it is deemed important to further investigate the Task Force's effectiveness. Additionally, not all Indonesian universities have established their own Task Force. By examining the effectiveness, an overview of the role of the Task Force itself will be obtained.

From the previous research on Effectiveness of Sexual Violence Task Force, there are at least four barriers on developing one (Mabachi et al., 2020; Senn et al., 2015). First is limited capacity. The limited capacity on staffing, time, and funding are always become a hurdle on developing an effective task force on campus. The second one is lack of knowledge on response and prevention, and also on organizational structure. The third barrier is student engagement, and the last barrier is burdensome bureaucratic structure. According to Mabachi, these four barriers need to be addressed in order to form an effective Task Force.

Due to the fact that evaluating an organization's effectiveness is more effective when quantitative and qualitative data are combined, it is necessary to use a combination of quantitative and qualitative methods when evaluating the Task Force's effectiveness (*mixed-method* approach). Quantitative methods are believed to be capable of presenting data on indicators that represent the causes and effects of the Task Force's primary responsibilities in achieving the goals of Permendikbudristek Number 30 of 2021. The Task Force's effectiveness can be determined based on the data gathered. Nonetheless, quantitative methods have been unable to explain descriptively why this effectiveness occurs. Qualitative methods can be used to investigate what has not been explored. The qualitative approach that will be used in this research is a literature review. By using a literature review, the theoretical reasons why the effectiveness occurs can be explored further.

To determine this effectiveness, a sample of data from campuses that have dealt with the issue of sexual violence is required. UNJ (Jakarta State University) was chosen as the primary data sample for this research article. There are two primary reasons UNJ was chosen as a research subject. First, UNJ was one of the first universities to establish The Task Force of the Sexual Violence Prevention and Response. Second, as a campus that has also been the victim of sexual violence, UNJ is one of the campuses that has enacted anti-sexual violence regulations through its Rector's Regulation. For these two reasons, UNJ is considered to meet the criteria for being a sample for evaluating the Task Force's effectiveness.

Based on the description above, this study hypothesizes that there is a significant relationship between the Principles of Prevention and Handling Sexual Violence and the Task Force's Primary Tasks in achieving the objectives of Permendikbudristek Number 30 of 2021 in order to determine its effectiveness. This study will assess the Task Force's effectiveness in carrying out its responsibilities in order to achieve the objectives of Permendikbud Number 30 of 2021. The significance of this research is to provide comprehensive information to parties working in universities regarding the Task Force's effectiveness as an instrument for addressing sexual violence on campus, as well as to provide an overview of its effectiveness to other universities that have not yet formed a Task Force. The result of this study can also be studied and updated in order to achieve more satisfying success.



## METHOD

This research used a combination of quantitative and qualitative methods, or *mixed-method* approach, specifically *explanatory mixed methods* (Creswell & Creswell, 2017). This research was conducted at the State University of Jakarta from January 22, 2022 to February 5, 2022. The subjects in this research were students, lecturers and education staff at the State University of Jakarta (UNJ). The number of subjects used as samples is determined through the technique of *purposive sampling*, which is the technique of determining the sample based on certain considerations. Through this technique, the sample can be said to be valid enough to be analyzed with the amount of data from 30 to 100 respondents (Sahfitri, 2012). Based on this reference, the sample size taken in this study was 100 respondents who were active students, lecturers and education staff from the State University of Jakarta.

This research began with the collection and analysis of quantitative data, which was continued with qualitative methods of library research. The first step of this research is to distribute questionnaires to the intended subject (Indrawan & Jalilah, 2021). The questionnaire was developed by modifying the steps taken through the research instrument, especially in looking at the effect of the existing variables by using *Likert scale*. Respondents answered the research questions by giving a cross (X), on the alternative answers prepared with five choices. Available answers on a scale were: Score 1 for Strongly Disagree; Score 2 for Disagree; Score 3 for Doubtful; Score 4 for Agree; Score 5 for Strongly Agree. After assigning values to these respondents' responses, several tests and analysis were used to determine the effectiveness of the Task Force on Sexual Violence Prevention and Response at the State University of Jakarta.

The method used to analyze the questionnaire data was conducted by statistical calculations. In order to see the relationship between the independent and dependent variables, multiple linear regression statistical tests and validity tests were applied. The validity test is aimed to test the validity of the measuring instrument and can measure what is intended to be measured. The next step is performing a reliability test, which concerns the accuracy of the measuring tool through a list of questionnaire questions that have been created. This accuracy can be assessed by statistical analysis to determine the *measurement error of a* measuring instrument. If the measuring instrument has been declared valid, then the reliability of the measuring instrument is tested. The smaller the measurement error, the more reliable the measuring instrument and vice versa, the greater the measurement error, the more unreliable the measuring instrument is.

The correlation value between the results of the first and second measurements can be used to calculate the magnitude of the measurement error. If the correlation value ( $r$ ) is squared, the result is called the *coefficient of determination* which is an indication of the size of the actual measurement results. The higher the correlation number, the greater the value of the coefficient of determination and the lower the measurement error. Furthermore, to see the high and low correlation used *Pearson Product Moment (PPM)* (Ridwan, 2005).

The data collected refers to the effectiveness of the State University of Jakarta's Task Force of the Sexual Violence Prevention and Response, which includes variables taken from the Permendikbudristek itself, such as the Principles of the Sexual Violence Prevention and Response, the Task Force on Sexual Violence Prevention and Response's Main Duties and Functions, and the Objectives of Permendikbudristek Number 30 of 2021. All data are classified into indicators that will be constructed in a questionnaire instrument. There are nine questions for the variable of Principles of Prevention and Handling of Sexual Violence, nine other questions for the variable of the Main Tasks and Functions of the The Task Force of the Sexual Violence Prevention and Response, and six questions for the variable of the objectives of Permendikbudristek Number 30 of 2021.

To prove the hypothesis, a hypothesis test is conducted. The first test is the partial test (or the  $t$  test). This test is used to determine the independent variables which in this case are the Principles of Prevention and Response of Sexual Violence (X1), and the Main Duties and Functions of the The Task Force of the Sexual Violence Prevention and Response (X2) on the dependent variable, the Objectives of Permendikbudristek Number 30 of 2021 (Y). More explanation about these variables will be explained on the next section. This test rejects  $H_0$  and accepts  $H_a$  if the absolute value of  $t$  from the test results is greater than the value of  $t$  in the distribution table.

The next step of this research is an analysis using a qualitative method with library research. The library research is focused on the qualitative relationship between the principles and objectives of the Task Force in achieving the Permendikbudristek's objectives which refers to the legal components that must be considered in the enforcement of the prevention and response to sexual violence regulations. This method uses narrative strategies, theoretical studies, and case studies (Creswell & Creswell, 2017). The qualitative method will be demonstrated by describing and elaborating on the quantitative findings. The results of the analysis through this qualitative approach can contribute to the interpretation of the relationship between variables and explain the factors that underlie the relationship. It can also provide a further description of the effectiveness of the Task Force in achieving the objectives of Permendikbudristek Number 30 of 2021.

## RESULT AND DISCUSSION

### 1. Determining the variables: Influential Analysis Through Determination Analysis

There are numerous techniques to determining an organization's or institution's effectiveness. The first strategy is *functionally oriented method*. An organization is viewed as a component that interacts with another in this perspective (Indriastuti, 2012). This method is used to assess an organization's operational performance as a functioning system. An organization is viewed as a system in this perspective. This approach explains how an organization with disparate systems might exhibit disparate behaviors.

Even so, this functional approach has not placed organizational goals as the main variable of effectiveness. For example, an organization where every component is running well will still not make a reach its objectives if it is working on the wrong 'products'. Therefore, a second approach is needed, which is a results-oriented approach. A results-oriented approach (goal-centered view) has a rational assumption that every organization has a set of goals to be achieved (Indriastuti, 2012). Analysis with a results-oriented approach serves to explain success based on the goals to be achieved. This approach measures performance related to concrete things so that they can be observed and evaluated in relation to their contribution to organizational goals.

In exploring the Task Force's effectiveness, the following steps are considered: (1) conducting an analysis to ascertain the organization's primary responsibilities. (2) It is necessary to ensure that the measure used can accurately assess the variable being measured (Creswell & Creswell, 2017). In this goal-oriented model, the specifications of the individual criteria components are arranged in detail through *job description*. According to Indriastuti, the criterion (Creswell & Creswell, 2017) the measure used in this model reflects an evaluation of achievement that is directly under the control of the individual. In the case of The Task Force of the Sexual Violence Prevention and Response, the job description used is contained in Article 34, Section 1, which details the Task Force's responsibilities. From this premise, the Task Force's effectiveness is determined by its accomplishments in achieving the objectives of Permendikbud Number 30.

In the case of the Anti-Sexual Violence Task Force, the job description used is contained in Article 34 Paragraph 1 which describes the tasks of the Task Force itself. Therefore, the criteria for assessing the effectiveness of the Task Force are assessed from its achievements in realizing the goals of Permendikbud Number 30 itself. In addition, in carrying out its duties, the Anti-Sexual Violence Task Force must carry out its duties in accordance with the principles of Prevention and Handling of Sexual Violence described in Article 3. Therefore, the evaluation criteria can be explained from the performance of the Task Force in implementing its duties according to the principle (Variable X1, explained in Article 3) and the task itself (Variable X2, explained in Article 34 paragraph 1) in achieving the goals of Permendikbud Number 30 of 2021 (Variable Y, explained in Article 2).

The quantitative results in this study inform the exposure of the influence of the variables in the questionnaire with determination analysis so that the following results are obtained:

**Table 1.** Result of Variable Determination Analysis

Model	R	R Square	Adjusted R Square
1	.811 <sup>a</sup>	658	0.651

From the table above, it can be seen how much influence the independent variable has on the dependent variable. To find out the magnitude, it can be seen from the value of *R Square* or Coefficient of Determination (KD). The magnitude of the coefficient of determination (*R Square*) is 0.658, this explains that 65.8% of the dependent variable variance can be explained by the independent variable, while the remaining 34.2% (100%-65.8%) is explained by other factors outside the independent variable that are not present or not included in this research.

Furthermore, in determining the correlation between two or more independent variables (variables X1, X2) on the dependent variable (Y), a multiple correlation analysis was conducted with the following results:

**Table 2.** Variable Correlation Between X1, X2 and Y

Model	R	R Square	Adjusted R Square
1	.811a	658	0.651

The table above shows how big the relationship between the independent variables (X1 and X2) simultaneously with the dependent variable (Y). The value of R ranges from 0 to 1. If the value is getting closer to 1, it indicates that the relationship is getting stronger. In contrast, if the value is close to 0, then the relationship is getting weaker. According to Sugiyono, the guidelines for providing the interpretation of the correlation coefficient are as follows: (Priyanto, 2009)

0.00 – 0.199 = very low

0.20 – 0.399 = low

0.40 – 0.599 = moderate

0.60 – 0.799 = strong

Through the multiple correlation analysis, an R number of 0.811 is obtained. This shows that there is a very strong relationship between the independent variable (The Principle of Sexual Violence Prevention and Response, and The Task Force's Main Duties and Functions) and the dependent variable (Objectives of Permendikbudristek Number 30 of 2021). This is because the value of the correlation coefficient shows a value of 0.811 which is above the value range of 0.60-0.799.

To test whether in the regression model the independent variables (X1 and X2) partially have a significant effect on the dependent variable (Y), a partial regression coefficient test is applied on the Principles of Sexual Violence Prevention and Response (X1) variable first. The hypotheses assumed are as follows:

**H<sub>0</sub>:** Partially there is no significant effect between the Principle of Sexual Violence Prevention and Response on achieving of the objectives of Permendikbudristek Number 30 of 2021.

**H<sub>a</sub>:** Partially there is a significant influence between the Principle of Sexual Violence Prevention and Response on achieving of the objectives of Permendikbudristek Number 30 of 2021.

Meanwhile, in testing the independent variables of the Main Duties and Functions of The Task Force of the Sexual Violence Prevention and Response (X2), the following hypothesis is assumed:

**H<sub>0</sub>:** Partially there is no significant effect between the Main Duties and Functions of The Task Force of the Sexual Violence Prevention and Response on achieving of the objectives of Permendikbudristek Number 30 of 2021.

**H<sub>a</sub>:** Partially there is a significant effect between the Main Duties and the Functions of The Task Force of the Sexual Violence Prevention and Response on achieving the objectives of Permendikbudristek Number 30 of 2021.

In testing the variables X1 and X2, with a significance level using  $\alpha = 5\%$  (significance 5% or 0.05), the test criterion is if the value of  $\text{sig.} < 0.05$  and  $t_{\text{count}} > t_{\text{table}}$  then  $H_a$  accepted and  $H_0$  rejected. Conversely, if the value of  $\text{sig.} > 0.05$  or  $t_{\text{count}} < t_{\text{table}}$  then  $H_a$  rejected and  $H_0$  accepted. The test results include:

Table 3. Coefficient

Model	Unstandardized Coefficients		Standardized coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	5,173	1,524		3,394	0.001		
1 X1 (the Principle of Sexual Violence Prevention and Response)	.281	0.087	.417	3,211	0.002	0.209	4,785
X2 (Main Duties and Functions of The Task Force of the Sexual Violence Prevention and Response)	.259	.080	.418	3,221	0.002	0.209	4,785

a. Dependent Variable: Y (Objectives of Permendikbudristek Number 30 of 2021)

Notes:

n = Sample

k = Number of Variables

$\alpha$  = Confidence Level = 95%

By using the formula  $t_{\text{table}} = t(\alpha/2; nk-1)$ , the table above shows that the result of  $t_{\text{count}}$  is 3,211.  $t_{\text{table}}$  can be found in the statistical table at a significance of  $0.05/2 = 0.025$  (2-sided test) with  $df = nk-1$  or  $100-2-1 = 97$  (k is the number of independent variables). With this we get  $t_{\text{table}}$  of 1.985 and it is known that  $t_{\text{count}} (3.211) > t_{\text{table}} (1.985)$  with the value of Sig. of  $0.002 < 0.05$ . Based on this, the resulting conclusion is  $H_a$  accepted and  $H_0$  rejected. In conclusion, it can be said that partially there is a significant influence between the Principle of Sexual Violence Prevention and Response on achieving the objectives of Permendikbudristek Number 30 of 2021.

Furthermore, with the same method, an experiment was also conducted on the significant effect of the Main Duties and Functions of the Task Force of the Sexual



Violence Prevention and Response (X2) variable on achieving of the objectives of Permendikbudristek Number 30 of 2021. The significance level uses  $\alpha = 5\%$  (significance 5% or 0.05), accompanied by testing criteria if the sig. < than 0.05 or  $t_{\text{count}} > t_{\text{table}}$  then  $H_a$  accepted and  $H_0$  rejected. On the other hand, if the value of sig. > from 0.05 or  $t_{\text{count}} < t_{\text{table}}$  then  $H_a$  rejected and  $H_0$  accepted. From the table above, the Task Force's Main Duties and Functions variable is  $t_{\text{count}} (3.221) > t_{\text{table}} (1.985)$  and the value of Sig. of  $0.002 <$  from 0.05. Based on this, it is concluded that  $H_a$  accepted and  $H_0$  rejected. Therefore, partially there is a significant influence between the Main Duties and functions of the Task Force on achieving the objectives of Permendikbudristek Number 30 of 2021.

Subsequent tests were conducted to determine the significance of the independent variables on the dependent variable simultaneously. To find out this, the regression coefficient test was carried out simultaneously (F Test). It aims to determine the feasibility of the regression model to be used to predict the dependent variable. The hypotheses assumed are:

**H<sub>0</sub>:** There is no significant effect between the Principle of Sexual Violence Prevention and Response and the Main Duties of the Task Force simultaneously on achieving of the objectives of Permendikbudristek Number 30 of 2021.

**H<sub>a</sub>:** There is a significant influence between the Principle of Sexual Violence Prevention and Response and the Main Duties and Functions of the Task Force simultaneously on achieving the objectives of Permendikbudristek Number 30 of 2021.

In conducting the test, the level of significance used  $\alpha = 5\%$  (significance 5% or 0.05). The test criteria applied are if the value of sig. or  $F_{\text{count}} > F_{\text{table}}$ , then  $H_0$  rejected and  $H_a$  accepted. Or vice versa if the value of sig. > from 0.05 or  $F_{\text{count}} < F_{\text{table}}$  then  $H_a$  rejected and  $H_0$  accepted. The results of the F test are as follows:

**Table 4.** Analysis of Variance Result

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1428,666	2	714,333	93,512	.000 <sup>b</sup>
	Residual	740,974	97	7,639		
	Total	2169,640	99			

a. Dependent Variable: Y (Objectives of Permendikbudristek Number 30 of 2021)

b. Predictors: (Constant), X2 (Main Duties and Functions of the Task Force of the Sexual Violence Prevention and Response), X1 (the Principle of Sexual Violence Prevention and Response)

Notes:

n = Sample

k = Number of Variables

By using the formula  $F_{\text{table}} = F(k ; nk)$  with a significance level of 5%, 95% confidence level, the table above shows that the results of  $F_{\text{count}} 93,512$ .  $F_{\text{table}}$  can be found in the table at a significance of 0.05  $df_1 = K = 2$  and  $df_2 = nK = 100 - 2 = 98$  (k is the number of independent variables).  $F_{\text{table}}$  obtained is 3,071. It can be seen that  $F_{\text{count}} > F_{\text{table}}$  ie  $93,512 > 3,071$  and the value of Sig. of  $0.00 <$  from 0.05. Based on this result, the conclusions that can be drawn are  $H_a$  accepted and  $H_0$  rejected. Therefore, it can be said that there is a significant influence between the the Principle of Sexual Violence Prevention and Response and the Main Duties of the Task Force jointly on achieving the objectives of Permendikbudristek Number 30 of 2021.

## 2. Task Force's Organizational Effectiveness

To elaborate on the effectiveness of the Task Force on Sexual Violence Prevention and Response, it is necessary to analyze through library research, which is a component of the qualitative exploration that is critical for explaining quantitative information.

According to Steers, There are four factors that affect organizational effectiveness. The first factor is the characteristics of the organization. Organizational characteristics are relatively fixed relationships such as human resources in an organization in determining task-oriented interaction patterns. The second factor is environmental characteristics. Environmental characteristics are divided into two, internal and external, both of which contribute to the development of work effectiveness. The third factor is the characteristics of workers. According to Steers, the third factor is the most influential on effectiveness. The effectiveness of an organization can be influenced by the integration of individual goals with organizational goals. The last factor is characteristics of management which are strategies and work mechanisms designed to condition everything in the organization in order to maximize effectiveness.

According to Permendikbudristek Number 30 of 2021, the Task Force of the Sexual Violence Prevention and Response is part of a university that serves as a center for the prevention and response of sexual violence in universities (Article 1 Section 14). The objectives of this Permendikbudristek consists of two points. First, as a guide for higher education institutions to formulate policies and take action to deal with sexual violence. Second, is to foster a more humane, dignified, equal, inclusive, collaborative, and non-violent campus life.

In organizational characteristics, the Task Force of the Sexual Violence Prevention and Response was formed from within the campus and for the campus. This can be seen from the requirements for members of the Task Force, consisting of lecturers, education staff, and students (Article 27 Paragraph 1). Meanwhile, in defining victims and reported parties, this regulation specifically mentions campus residents such as students, lecturers, education staff, and the general public. This indicates an effort to involve campus residents in dealing with sexual violence in their own environment.

From the questionnaire responses, 75% of respondents gave a score of 4 and 5 (Agree and Strongly Agree) in questions about their awareness of the existence of the Task Force at UNJ. This indicates that more than half of the respondents are aware of the existence of the Permendikbud's regulations being enforced on their campus. This represents a significant step toward achieving inclusiveness. Through the Task Force's membership, which includes the entire campus community, as well as the activity of socializing the existence of the Task Force, it shows a course of regulatory interaction between law enforcers and legal subjects themselves. On the other hand, there are as many as 25% of respondents giving scores of 1, 2, and 3 (Strongly disagree, Disagree, and Doubtful), which indicate their uninformed situation, so that it can be said that the interaction process still needs to be improved.

Regarding environmental characteristics in general, the internal and external environment of the Task Force of the Sexual Violence Prevention and Response is the UNJ campus environment itself. The thing that distinguishes the internal and external environment is the distance between law enforcement and legal subjects. It is believed that the alignment of the distance between law enforcement and legal subjects can foster an effective environment for law enforcement. Through Article 34 Section 1, the Task Force for the Sexual Violence Prevention and Response has a handful of tasks of bridging between legal subjects to create a conducive environment both horizontally and vertically. Vertically, the Task Force is tasked with assisting university leaders in developing guidelines for preventing and responding to sexual violence on universities (Article 34 Section 1 point a). Additionally, the Task Force is required to report to campus authorities on its activities and survey findings regarding sexual violence. Additionally,

the Task Force is charged with monitoring campus leaders' cooperation with the Task Force's recommendations on how to handle sexual violence.

Apart from creating a conducive vertical environment, the Task Force for the Prevention and Handling of Sexual Violence is also responsible for horizontally connecting law enforcement officers and other legal subjects. According to Banyard (2018), one of the most effective way to prevent sexual violence is Social Marketing Campaign (SMC) method. In points d, f, and g in Article 34 Section 1, The Task Force is required to organize a socialization campaign regarding the education of gender equality and disability. In addition, the Task Force is tasked with coordinating with disability service units and other related agencies to ensure victim and witness protection. From the survey results, 70% of respondents agreed that the Task Force on the UNJ campus has coordinated with the disability service unit. In addition, 73% agree or strongly agree that the Task Force's socialization efforts on the UNJ campus are beneficial in preventing and responding to sexual violence across the campus.

Even though the Task Force's work is considered open to all aspects of the campus environment, things that are considered private are still maintained. According to a research conducted by Khan et al. (2018), there are three categorization of social risks experienced by sexual violence victim on college campuses, one of them is *identity risks*. According to this research, students tend to refuse to imagine themselves to be in a disempowered state, which also gives power to the perpetrator that 'they did that to me'. Another reason students want who prefer to cover their identities is by uncovering their identities as a sexual violence survivor, they consider themselves as a *social failure* because they feel shame that they fail to avoid a certain situation that put them into that position. There are a lot of stigmas circling around the victim of sexual violence, therefore their identities are something that needs to be handled properly by authorities. In accordance to Permendikbud Number 30, the handling of victim's identity is reflected in Article 12 regarding the protection of victims' identities. Victims can feel comfortable in the reporting process. By implementing these efforts, it is assumed that they can foster trust between law enforcers and legal subjects so as to create an effective law enforcement environment both vertically and horizontally.

In terms of worker characteristics, the effectiveness of an organization can be built through the integration of individual goals with organizational goals. In the process of selecting members of the Task Force, Permendikbudristek Number 30 of 2021 has stipulated that members of the task force must come from lecturers, students, and the education staff. Because of this requirement, which requires the Task Force's members to come from the campus itself, the process of integrating objectives into the enforcement of sexual violence prevention on campus can be accelerated. This will be very different if the Task Force is consists of members from outside the campus, as this may result in differing individual and organizational goals.

The process of integrating individual and organizational goals is also seen in Article 29 Section 2 regarding the requirements for members of the Task Force. It says that members of the Task Force must have background experience in assisting victims of sexual violence. Through these requirements, it can be seen that Permendikbudristek Number 30 of 2021 seeks to integrate individual goals and Task Force goals through the requirements for Task Force members. The first integration can be seen in the selection of members from the internal campus so that there is a commonality of individual and campus goals. Then the second integration is evident from the requirements for members of the Task Force, which requires members to have individual insight and

knowledge regarding the handling of sexual violence. This requirement builds a commonality between individual goals and the goals of Permendikbudristek itself.

The integration of organizational goals is reflected in the survey. 78% of respondents answered "agree" and "strongly agree" that the Task Force on the Prevention and Handling of Sexual Violence at UNJ has prioritized justice and gender equality in the process of preventing and responding to sexual violence. This is in line with what is reflected in Article 29 Section 2 regarding the requirements for members of the Task Force who are required to have experience and insight in handling sexual violence and gender-based cases. In addition, 81% of respondents felt that the campus had become a conducive place with the establishment of the Task Force on Sexual Violence Prevention and Response. With this, it can be said that the majority of respondents have felt the goals of Permendikbudristek Number 30 of 2021 are progressing towards a dignified and humane campus life.

Through the description above, it can be seen the organizational management factors of the Task Force for the Prevention and Response to Sexual Violence. Through the selection criteria of members of the Task Force, inclusiveness and integration of objectives can be achieved. In addition, the work mechanism of the Task Force, which involves various circles of the campus community, forms a conducive environment for enforcing regulations. In conducting the regulations, the Task Force for the Prevention and Handling of Sexual Violence in Higher Education is required to coordinate with agencies related to the handling of sexual violence (Article 34, Section 31, point g). This is supported by a study conducted by [Greeson and Campbell \(2014\)](#) that varied members from Sexual Assault Response Team will improve victim's help-seeking experiences, legal outcomes, and prevention/education goals.

Such coordination can assist in fostering harmony between campus regulations and the regulations outside of campus. Harmony that occurs can mutually reinforce existing regulations. The existence of such coordination indicates a reciprocal management process and mutual introspection. Theoretically, the management mechanism for implementing the Task Force's duties in Permendikbudristek Number 30 of 2021 can lead to organizational effectiveness in achieving the objectives. The next thing that needs to be considered is its application in the field, especially in managing gender-based cases.

### 3. Task Force's Effectiveness as a Regulation on Sexual Violence Prevention

According to [Nation et al. \(2003\)](#), there are nine principles associated with effective prevention program. Five of them are associated with program characteristics, which are the program needs to be comprehensive, includes various teaching methods, provides sufficient dosage, theory driven, and provides opportunities for positive relationships. Two of the principles are related to matching programs to the target group which are: appropriately timed, and socioculturally relevant. And the last two principles were related to implementation and evaluation: includes outcome evaluation, and involves well-trained staff. The Task Force on Sexual Prevention and Response has to follow these nine principles in order to prevent sexual violence effectively. Permendikbudristek Number 30 of 2021 is a well elaborated regulation that considers various variables in order to handle sexual violence cases on campus effectively. From the previous analysis, the Task Force's duties and responsibilities have been elaborated to be work well vertically and horizontally. In addition to that the Task Force member is also has a specific qualification in order to control the quality of Task Force's member to make sure the sexual violence on campus can be handled properly.

The effectiveness of the establishment of the Task Force on Sexual Prevention and Response in universities is also inseparable from the legal construction underlying its establishment. To find out the effectiveness of the establishment of the Task Force of the Sexual Violence Prevention and Response towards the objectives of Permendikbudristek Number 30 of 2021, we need to analyze whether the regulation contains gender perspective regulations. Regulations with a gender perspective based on gender equality and justice in the political, economic, and social fields must be used as one of the tools for analysis. In theoretical formulation, this concept of regulation is known as feminist legal theory and practice, or feminist jurisprudence, or feminist theory of legal practice. This theory provides direction for the regulation makers who has a requirement to involving the legal subjects, such as law enforcement officers and/or other parties with experience preventing, handling, and recovering from sexual violence incidents. In this regard, the existence of Permendikbudristek Number 30 of 2021 can help fill the legal void regarding the prevention, treatment, and protection of victims of sexual violence, while also prioritizing the needs and justice of victims. The Task Force who was formed through this regulation was also formed as a result of the experiences of victims of sexual violence. Additionally, by the efforts to involve lecturers, education staff, and students, the Task Force positions universities as a key actor in preventing sexual violence in the educational environment.

When it comes to sexual violence, according to a research conducted by [Banyard et al. \(2007\)](#), women are reported on higher rates of unwanted sexual contact than men. However, the effect of gender are both direct and indirect. Baynard adds that according to their research, men are less likely to be a frequent drinker which might add to the variables on these results. This result is also supported by [Combs, Jordan, and Smith \(2014\)](#) that sexual assault are highly connected to drinking and drug use. Nonethelless Baynard also argues that their research still needs to be continued to have more samples and analized deeper. Regardless of the results, there are significant impact of gender on how sexual violence occur in our community. This indicates the needs to consider the gender impact on regulating sexual violence on campus.

When referring to the critical points of Article 29 Section 1 of Permendikbudristek Number 30 of 2021 regarding the requirements for task force members, it is possible to assert that this regulation has a gender perspective. This regulation addresses the issue specifically by requiring task force members to have experience accompanying sexual violence victims, conducting research on sexual violence, gender, and/or disability, and participating in organizations on or off campus that focus on sexual violence, gender, and/or disability service.

According to the questionnaire, 73% of respondents agreed or strongly agreed that UNJ has organized a socialization effort to educate students about gender equality, disability, sexual and reproductive health, as well as the prevention and management of sexual violence. Additionally, 72.8 percent believed that the socialization process was beneficial in the prevention and management of sexual violence across the campus. These data indicate that not only do they gain insight, but the majority of respondents also feel the benefits of the socialization process for gender equality and disability carried out by the Task Force for the Prevention and Handling of Sexual Violence. According to the data collected, 83.3 percent of respondents stated that the Task Force for the Prevention and Handling of Sexual Violence increased their sense of security and effectively eliminated sexual violence on their campuses.

The Task Force for the Prevention and Response of Sexual Violence's effectiveness can also be seen in the law enforcement activities that support it. Lawrence M. Friedman



argues that the effectiveness of a regulation or law depends on three elements of the legal system. Among them are the structure of the law, the substance of the law, and legal culture. The legal structure concerns law enforcement officers, the substance of the law includes the set of laws, and the legal culture is a living law adopted by the people.

The structure in this case refers to the pattern that shows how the law is applied according to its formal provisions. This structure also refers to how the courts, regulation-making, and legal processes operate and are implemented. In the context of preventing and handling the sexual violence, the Indonesian Minister of Education, Culture, Research and Technology has issued Permendikbutristek Number 30 of 2021 to overcome these problems. The regulation, which was then combined with the institutional organizational structure of the Task Force of the Sexual Violence Prevention and Response, is enough to be a benchmark for legal subjects (students, educators, and educators) in efforts to prevent and handle sexual violence in universities.

In Permendikbudristek Number 30 of 2021, it is clear how the substance of the rules is a reference for the Task Force of the Sexual Violence Prevention and Response in conducting its duties. Some of these provisions include efforts to provide guidelines for universities to formulate policies and take measures to prevent and handle sexual violence related to the implementation of the Tridharma inside or outside the campus and to foster a campus life that is humane, dignified, equal, inclusive, collaborative, and without violence among Students, Lecturers, Education Staff, and Campus Residents in Universities. Additionally, the regulation was strengthened by Rector's Regulation Number 7 of 2021 on Sexual Violence Prevention at UNJ. This regulation's binding force is undoubtedly increasing, as Article 13 describes various administrative sanctions that can be imposed on perpetrators of sexual violence. The article explains that the perpetrator can be subject to administrative sanctions, which include light administrative sanctions, moderate administrative sanctions, and heavy administrative sanctions.

The effectiveness of the establishment of the Task Force of the Sexual Violence Prevention and Response can also be demonstrated from the legal culture that is implemented. This legal culture is the behavior of law enforcement officers towards the regulation and the legal system itself. No matter how perfectly the structure and quality of the legal content are constructed, if it is not supported by the legal culture of the legal subjects involved, then law enforcement will not run effectively. Referring to these dynamics, through the results of the questionnaire, 74% of the respondents found that the Task Force for the Prevention and Handling of Sexual Violence had initiated a collaborative workspace with all elements of the campus. Then, 71% of respondents feel that as a campus resident, they have been involved in the process of preventing and handling violence in their campus environment. These results indicate an integration between law enforcement and legal subjects. The overwhelming majority of respondents believe that collaborative workplaces have been established throughout the campus. This indicates that the legal culture between the regulation enforcers, subjects, and legal objects has been fulfilled so that effectiveness can be established.

## CONCLUSION

Based on reviewing the effectiveness of the Task Force of the Sexual Violence Prevention and Response, the regulations and formulation mechanism of the Task Force at UNJ has involved all actors from the academic community. The Task Force on Sexual Violence Prevention and Response was established as a concrete step in response to students,

lecturers, university leaders, and the general public's concerns about the increase in cases of sexual violence in universities following the issuance of Permendikbudristek Number 30 of 2021. The Task Force on the Prevention and Treatment of Sexual Violence oversees critical measures in developing a paradigm for preventing and treating sexual violence. Additionally, it enables university officials to take additional steps to avoid the recurrence of sexual violence in the academic community. The establishment of the Task Force for the Sexual Violence Prevention and Response, which involving all elements within universities, and the handling of cases of sexual violence in universities through assistance, protection, imposition of administrative sanctions, and victim recovery in Permendikbudristek Number 30 of 2021, are all steps for solutions to sexual violence cases in universities.

The effectiveness of the Task Force in achieving the objectives of Permendikbudristek Number 30 of 2021 as a regulation for the sexual violence prevention and response is determined by the involvement of all elements on campus. This involvement results in the creation of a conducive enforcement environment and objective alignment that has an effect on law enforcement. In addition, by implementing the gender-perspective regulation, Permendikbudristek Number 30 of 2021 can be an effective regulation in dealing with cases of sexual violence. The effectiveness comes from prioritizing the point of view of women, as the majority of survivors of sexual violence cases. Although this ministerial regulation can be said to be a positive direction towards handling cases of sexual violence, as the people of Indonesia and people involving in education, monitoring of the implementation of this regulation must still be conducted. It is envisioned that this supervision will contribute to the improvement of the Indonesian higher education environment, hence enhancing the quality of Indonesian education.

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