

The Perceived Experiences with Sexual Harassment of Former Elite South Korean
Female Swimmers

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DEDICATION

This is dedicated to my wonderful thesis committee chair, R.V. Pierre Rodgers; my loving parents and siblings; and my lovely and adorable dogs, Lime and Mint.

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ABSTRACT

THE PERCEIVED EXPERIENCES WITH SEXUAL HARASSMENT OF FORMER ELITE SOUTH KOREAN FEMALE SWIMMERS

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The main purpose of this study was to explore perceived experiences with sexual harassment of elite South Korean female swimmers from a socio-cultural context. A qualitative design was used for this study, and ten former elite South Korean female swimmers (N=10, age range 19-28 years) were interviewed in person. Interview questions were designed to explore perceived experiences with sexual harassment. Hegemonic masculinity was presented as the theoretical framework for the study. The results of the study revealed that the perceived definition of sexual harassment is different from the indoctrinated definition of sexual harassment among participants. More than one-third of participants experienced sexual harassment by male coaches, male peers or senior athletes, and female coaches during their athletic lives. Most participants reacted timidly when they faced sexual harassment situations, while two participants strongly expressed their feelings toward their sexual harassers. Lastly, male dominance and strict

relationships between younger and older persons, training camp culture, and the entrance examination of the university system were three main factors in South Korean sport settings which triggered sexual harassment incidences.

CHAPTER ONE: INTRODUCTION

Background for the Study

Sexual harassment is a controversial issue in contemporary society. Even several decades ago, the topic was a social taboo. Researchers have tried to explore sexual harassment incidents in various academic fields. For instance, in workplaces, there is great attention to sexual harassment policy and developing policy construction; sexual harassment is still a perpetual concern (Shanker, Astakhova, & Dubois, 2015). Kang (2014) pointed out, in a survey of the National Human Rights Commission of South Korea, that one of 10 female patients had experienced sexual harassment by doctors.

In the field of sport, researchers had explored sexually-based violation and exploitation. Fejgin and Hanegby (2001) and Fasting and Brackenridge (2009) have explored female athletes' experiences of sexual harassment in sport settings', including the causes and impact on individuals, families, and society. Other studies have examined the impact of sexual harassment on female athletes' behaviors (Kim, 2009; Volkwein et al., 1997), noting that sexual harassment has negative impacts on female athletes' physical health and mental health (Volkwein et al., 1997).

In South Korea, the first reported case of sexual harassment crime appeared in a lawsuit in October 1993, which triggered sexual harassment to be acknowledged legally in 1995 (Lee, 2015). In 2008, the National Human Rights Commission of Korea surveyed

a total of 1,139 male and female athletes at middle and high schools in South Korea over six months. The result of the survey found that six out of every 10 teen athletes had suffered sexual harassment both verbally and physically from their coaches and seniors (Kang, 2008).

Kang (2014) emphasized President Jeong Hee-jin's comments that South Korean male sexual harassers have created a pervasive male dominance in the culture; this was consistent with neo-Confucianism, which has been present since the 17th century in South Korea. The survey results showed that one in 10 female patients have experienced sexual harassment. In South Korean sport settings, sexual harassment incidences have long occurred (Butler, 2012; Yoon, 2011). Lim (2009) discussed sexual harassment of South Korean female golfers; the result of Lim's study revealed that, while Ladies Professional Golf Association (LPGA) tours are dominated by South Korean golfers, individuals suffer sexual discrimination in part because South Korean female golfers are forced to show their femininity based on the LPGA's traditional gender ideology. Even though the issue of sexual harassment has become a controversial issue in South Korean society, few scholars have considered the issue.

The impacts of sexual harassment from a sociocultural viewpoint have been studied (Kalra & Bhugra, 2013; Luthar & Luthar, 2007; Pryor et al., 1997). Cultural features and standards play an important role in triggering sexual exploitation and violence (Luthar & Luthar, 2007). In a sports domain, the sexual harassment issues within socio-cultural contexts have been peripheral compared to other social domains.

Sexual Harassment in Sports

Sexual harassment in sport settings is occurring and understated in contemporary society. Sport is a distinctive domain which differs from workplaces, schools, organizations, and academia (Rodriguez, 2010; Rodriguez & Gill, 2011). Therefore, different sexual harassment policies and practices are suggested for preventing sexual harassment incidents in sport settings.

Sexual harassment remains a sensitive taboo in the sport culture. Owing to a discrepancy in the number of reported sexual harassment incidents in the sport domain, it is important that research regarding sexual harassment in sport be conducted for the sake of accuracy.

Based on perceptions of societal-sexual behavior, many scholars have defined sexual harassment (Fasting, Chroni, & Knorre, 2014; Fejgin & Hanegby, 2001; Heo, 2011; Joo, 2008; Kim, 2009; Kim, 2010; Rodríguez & Gill, 2011; Rotundo, Nguyen, & Sackett, 2001; Volkwein, Schnell, Sherwood, & Livezey, 1997; Yoon, 2011).

Brackenridge (1997) positioned harassment on a continuum from sex discrimination to sexual harassment to sexual abuse. Sexual harassment was specifically defined as “unwanted attention on the basis of sex” (e.g., lewd comments, touching, jokes), and sexual abuse was defined as “groomed or coerced collaboration in sexual and/or genital acts where the victim has been entrapped by the perpetrator” (pp. 116-117).

Gender studies have found that females and males have different perceptions of sexual harassment (Fejgin & Hanegby, 2001). Generally, males think about sexual harassment in a more permissive way than females; that is, the degree of sexual

harassment perceived by males does not include such behaviors as touching bodies and verbal violence in a sexual way. Females are more likely to believe than males that sexual harassment frequently occurs in workplaces (Fejgin & Hanegby, 2001). In addition, females blame their sexual harassers, while males believe that victims bear the responsibility for sexual harassment incidents and are to blame (Fejgin & Hanegby, 2001). Overall, female athletes seem to have less permissive perceptions and negative attitudes toward male coaches, directors, and peer athletes. Further research is needed to understand individual definitions of sexual harassment.

Numerous researchers have studied the impacts of sexual harassment on female athletes' behavior (Kim, 2009, Volkwein, Schnell, Sherwood, & Livezey, 1997). Kim (2009) discussed the relationship between the experiences of sexual violence and life adjustment of athletes. Athletes responded that they did not want to practice and felt very angry when they experienced sexual harassment. Most of the athletes had suffered from headaches, depression, and insomnia. Volkwein et al. (1997) argued that sexual harassment had negative impacts on athletes' behaviors, and maintained that "sexual harassment can have a devastating effect upon students and athletes, including diminished ambition and self-confidence, reduced ability to concentrate, sleeplessness, depression and physical aches and ailments" (p. 283).

Researchers have argued that it is difficult to conduct research on sexual harassment in sport settings due, in part, to the difficulty in monitoring the relationship between female athletes and coaches. Volkwein, Schnell, Sherwood, and Livezey (1997) noted that there is special connection between coaches and athletes, tending to reduce

“the psychological distance between themselves and their athletes or students in order to control them” (p. 285). The relationship between male coaches and female athletes resembles the father-daughter relationship, because young female athletes consider their coaches as father, trainer, and friend (Fejgin & Hanegby, 2011). Many believe that female athletes are protected from the dangers of sexual harassment because they are strong enough to protect their bodies (Fasting, Brackenridge, & Walseth, 2007). Fasting et al. (2007) indicated that “the social and physical confidence derived from this may lead them to adopt assumptions of safety and self-worth that spill across into their lives more generally” (p. 420). The sports culture, dominated by men and masculinity, may precipitate the incidents of sexual harassment and abuse in sport settings (Fasting, Brackenridge, & Sundgot-Borgen, 2003).

Brackenridge (1997) discussed such special relationships between coaches and athletes and the dominant position of males, specifically studying power position of coaches in sport settings. Coaches hold a position of power over athletes who want to acquire skills, improve performance, and become selective. Parents desire their children to achieve success. Administrators need coaches in order to secure their position in organizations, and have their organizations to be successful. Thus, coaches are often regarded as authorities. Owing to such advantage in the position of coaches, female athletes believe that sexual abuse in sport is pervasive and perpetual, as females cannot resist and challenge a powerful coach. In the case of female athletes who would discern and rebuff such sexual-based abuse from coaches, they may stop being an athlete forever or simply be expelled by coaches. Female athletes who admit such situations cannot be

emancipated from the sexual demands of the coaches. In order to better understand sexual harassment consequences due to the characteristics of sport culture, male dominance, and authority of coaches, sexual harassment must be contextualized.

Sexual Harassment Based on Different Cultural Aspects

Scholars have discussed sexual harassment within varied cultural contexts (Kalra & Bhugra, 2013; Luthar & Luthar, 2007; Pryor et al., 1997). Cross-cultural sexual harassment literature has shown that cultural features, social principles, sexual stereotypes, and standards play an important role in triggering sexual exploitation and violence (Luthar & Luthar, 2007). Kalra and Bhugra (2013) found that when culture forces frequent objectification of women, further sexual violence occurs. This is because such objectification makes females feel inferior to men. Nevertheless, only 67 - 84% of cases of sexual violence have been reported due to the sensitivity of such acts. Particularly, Kalra and Bhugra note that unreported sexual violence takes place more in Asian cultures; the rates of unreported sexual offences are higher in some Asian cultures where women's obedience, humility and virginity are considered the most valuable.

Luthar and Luthar (2007) reported that Americans generally consider that sexually-based behaviors constitute sexual harassment; however, Brazilians do not consider this to be so. In Asian culture cases, large portions of Asian females have suffered from sexual exploitation, but they are prone not to report these experiences. To make the matter worse, females who live in developing Asian countries (e.g., Bangladesh, Pakistan) could not be protected legally. In Bangladesh, sexually harassed

persons must provide that more than three witnesses to show evidence that sexual violence occurred. Although there is some sexual harassment research which concentrates on sociocultural aspects, sport researchers have not thoroughly explored sexual harassment within different cultural contexts.

The Structure of South Korean Sports and Gender Culture

South Koreans are greatly interested in professional sports, collegiate sports, youth sports, and recreational sports. Over 100 million spectators have been reported by the Korea Baseball Organization (KBL league) (“Sports in Korean Pro-Baseball”, 2013). That is a significant number compared to the total South Korean population, 5 million. Moreover, South Koreans tend to spend more time engaging in leisure activities than work (“People Enjoy More Leisure”, 2014). In addition, South Korea has become a sporting powerhouse, the number of medals won in international competitions such as the Olympic and Asian Games has increased (“How South Korea,” n.d). The popularity of South Korean sports means that participating in sports has become a crucial part of South Koreans’ lives.

The increasing interest in sports among South Koreans is due in part to the ‘3S policy’ (sport, sex, and screen) which is used to suppress and distract people’s political interests to other aims (Park, Lim, & Bretherton. 2012). The 3S policy was designed by Chun Doo-hwan who was the 11th and 12th South Korean president. Chun’s administration obviously assimilated to a previous South Korean president, Park Chung-hee, who became president during military revolution in the 1960s.

According to Ha and Mangan (2002), South Korean sports have primarily focused on elite youth and professional sports rather than amateur sports since Park Chung-hee's presidency. The military revolution initiated many changes in South Korean economy, education, society, and sport. The symbol of sports in South Korea is the 'Taenung Athletic Village' which was built in 1966 as a training place for national team members in order to develop elite sport participation and nationalism (Ha & Mangan, 2002).

Elite youth sports events have played an important role in the popularization of individual sports and outstanding athletes. The first National Youth Games have been held annually since 1972. Most elementary, middle, and high schools have elite athletic clubs in various sports and schools provide training camps year-round. The South Korean government funneled a huge amount of money into elite sports beginning with the 1986 Seoul Asian Games and 1988 Seoul Olympics (Lee, 2015). As a result, South Koreans began to earn medals during international competitions, serving to enhance the popularity of sports.

While there are positive impacts of the South Korean elite sport system, the negative consequences are significant, specifically the violation of human rights such as verbal and physical abuse and violation of rights for learning (Park, Lim, & Bretherton, 2013). For instance, by exploiting the prowess of young athletes, the South Korean government has been able to attract international sport games, at which young athletes have realized a higher possibility of being seriously injured due to intense exercise. As young adults, the South Korean government should protect their rights for learning; yet

many student-athletes do not attend school. In addition, there is a high incidence of sexually-related violence: sexual abuse, sexual harassment, rape, and commercialization of sex (Park, Lim, & Bretherton, 2013). In a striking example, the professional women's basketball team's director sexually assaulted female athletes in 2007 (Yoon, 2011). Before this situation, incidences of sexual harassment in South Korean sport were rarely reported.

The culture of silence and male dominance in South Korea is derived from one of the most pervasive ideas, Confucianism (Kang, 2014; Park, Lim, & Bretherton, 2013). Societally, South Korean males have exclusively held positions of power across social domains (e.g., workplaces, politics, sports) since the Joseon Dynasty in 1392. In Confucianism, females are inferior to males in all domains. Owing to such a unique history, females have been unable to express themselves in public, and females have suffered when attempting to participate in social activities such as attaining a job and engaging in leisure activities. Thus, females have been placed in a lower social stratum in South Korean society. Nevertheless, by participating in sports, females have overcome this inferior status; following the 2002 World Cup, South Korean sports spectators are now mostly women (Joo, 2012) and many South Korean sports fans have followed and adore famous female sports stars like Yu-na Kim (figure skating) and Se-ri Park (golf). While the power of women as laborers and consumers in South Korea has increased, these females have experienced increasing incidences of sexual harassment. Owing to increasing and impactful consequences, researchers must study sexual harassment in this context to better understand the culture and acts of violence.

Statement of the Problem

There are clearly gaps in the literature regarding sexual harassment of athletes. While sexual harassment in sport occurs frequently, studies of Asian female elite athletes have been rarely published. Research has shown a relationship between cultural values and sexual harassment. South Korean sports were elevated as a crucial social domain during the reigns of presidents Chun and Park, who used sport as a way to justify their dictatorships. Although sport is one of the most influential social activities in South Korea, female athletes' human rights have been ignored, in large part, due to the Asian hegemonic.

Diverse cultural aspects are among the most influential factors triggering sexual harassment incidents. There is therefore a need for a narrative case study that qualitatively focuses on elite athletes in order to understand the perceptions of and experiences with sexual harassment, and South Korean sport cultural values that may impact the incidences and reporting of sexual harassment.

This study will not only contribute to the sport sociology literature predicated on gender and culture, but also improve the comprehension of sexual harassment within South Korean sport settings. In addition, South Korean sport administrators may utilize results of this study in order to provide better countermeasures to and guidelines for addressing sexual harassment within in sport settings. Lastly, sexual harassment should not be an unspoken taboo in contemporary society, and gender inequality should be

overcome. Therefore, the results of this study ultimately may have a significant impact on expanding and augmenting females' status in sport domains.

Purpose of the Study

The central purpose of this study was to examine the perceptions and experiences of sexual harassment among South Korean former elite female swimmers. Additionally, the focus was on understanding the impacts of sexual harassment on these individuals, and identification of the specific South Korean sports culture factors which elevate its occurrence.

Research Questions

This study was guided by the following four research questions.

1. How do former elite South Korean female swimmers define sexual harassment?
2. Have former elite South Korean female swimmers experienced sexual harassment?
If so, what types of sexual harassment have they experienced (hostile or quid pro quo sexual harassment)?
3. How did former elite South Korean female swimmers react when sexually harassed (e.g., emotionally, behaviorally, and athletically)?
4. What factors of the South Korean swimming culture may have influenced the occurrence of sexual harassment?

Theoretical Framework

A theoretical framework plays a crucial role in providing a perspective to make sense of what the researcher should do in the design and conduct of a qualitative research study (Anfara & Mertz, 2014). A useful theory provides an ‘enlightening story’ which helps the researcher obtain new insights and comprehension of the phenomenon. For this study, hegemonic masculinity is considered.

The concept of hegemonic masculinity has been discussed in gender studies since the 1980s (Jewkes et al., 2015), when Connell first introduced the construct (Demetriou, 2001). According to Robinson (2005), hegemonic masculinity is masculinity which is in relation to hegemonic position and gender relations; specifically it is “expression of the privilege men collectively has over women” (p. 22). Power and popularity of young men in schools and in broader community possess hegemonic masculinity, and sanctioned performance of hegemonic masculinity. Consequently, hegemonic masculinity does not simply subordinate to form of masculinity.

The theory of hegemonic masculinity has been applied in the study of varied social matters (e.g., homosexuality, sexual violence, physical education, education, gender structure, Asian studies). Pertinent to this study is its application to explain gender inequality in violent situations (Anwary, 2015; Chen & Curtner-Smith, 2013; Jewkes et al., 2015; Kay & Jeffries, 2010; Mayeda & Pasko, 2012; Robinson, 2005; Scott-Samuel, Stanistreet, & Crawshaw, 2009). That is, the theory of hegemonic masculinity is well applied in social domains which emphasize the dominant position of men, and the subordinate position of women. In the South Korean sport domain, South

Korean males have been dominant because of biological advantages, adherence to Confucianism, and a culture of silence. This study will apply hegemonic masculinity to South Korean sport in order to expand the understanding of sexual harassment.

Definitions

The following terms are defined as they are used within the context of this study.

It is worth noting that these terms can have varied meanings dependent on context.

Hostile environment. One in which a sexual offender's behavior is pervasive, severe and harsh enough to negatively influence an athletes' ability to perform.

Quid pro quo environment. Legal notation that "benefits are granted or withheld as a result of an athletes' willingness or refusal to submit to the sexual demand of a person in authority" (Potrac, Gilbert, & Denison, 2013, p. 335).

South Korean female elite swimmers. Female swimmers who have been minimally a back-up member of the South Korean national swimming team and have represented the country in international competition.

Sexual harassment. In this study, sexual harassment is fundamentally defined as "unwanted attention on the basis of sex" (Brackenridge, 1997, pp. 116-117) (see Appendix A).

CHAPTER TWO: REVIEW OF LITERATURE

In this chapter, key literature related to the definition of sexual harassment; sexual harassment in sports as a function of different cultures and history; Asian cultural aspects; and sexual harassment in South Korean sport settings will be presented.

The Definition of Sexual Harassment

Various scholars have defined sexual harassment and differentiation from sexual abuse (Fasting, Brackenridge, & Sundogot-Boergen, 2003; Fasting, Chroni, & Knorre, 2014; Fejgin & Hanegby, 2001; Heo, 2011; Joo, 2008; Kim, 2009; Kim, 2010; Rodríguez & Gill, 2011; Volkwein, Schnell, Sherwood, & Livezey, 1997; Yoon, 2011). Korean scholars have used various terms which equate sexual harassment to exploitation (e.g., sexual violence, sexual assault, sexual abuse, rape) (Heo, 2011; Joo, 2008; Kim, 2009; Kim, 2010; Yoon, 2011). However, Korean scholars have not precisely defined the terms in their introduction or literature review sections.

International journal articles have provided the exact definitions such as sexual harassment, the difference between sexual harassment, and sexual abuse (Fasting, Chroni, & Knorre, 2014; Fejgin & Hanegby, 2001; Rodríguez & Gill, 2011; Volkwein, Schnell,

Sherwood, & Livezey, 1997). Moreover, Fasting, Chroni, and Knorre (2014) maintained that although three countries (Greece, Czech Republic, and Norway) are located in Europe, their laws and the definitions of sexual harassment are slightly different.

In sum, South Korean studies have used various terms to represent sexual exploitation, and the international literature has indicated the difficulty of defining sexual harassment; as different countries look at sexual harassment from different perspectives. In this study, only *sexual harassment* will be considered.

Sexual Harassment in Sports Based on Different Culture

There are limited studies of sexual harassment in sport based on different sociocultural aspects and history. Rodríguez and Gill (2011) studied sexual harassment of Puerto Rican athletes within varied cultural and historical contexts. According to the authors, many studies focused on the issue of sexual harassment in sports such as the coach-athlete relationships, harassment experiences, prevalence issues, and perceptions of phenomenon; however, few studies have focused on athletes' harassment experiences within their cultural context. Therefore, Rodríguez and Gill advocated for more research on sexual harassment in sport considering socio-cultural factors. The authors examined Puerto Rican female athletes' sexual harassment experiences and coping strategies, and noted that the Puerto Rican culture represents a "colonial heritage, collectivist perspective, patriarchal beliefs, and strict gender roles" (p. 325). Females have retained higher societal position than males, serving to rulers or leaders in their country. In addition, sport represents the nation and plays an important role in demonstrating Puerto

Rican autonomy; hence, Rodríguez and Gill believe that sports are male dominated. Although sports still represent a man's world, Puerto Rican female athletes have been able to handle unwanted sexual behaviors based on the historical and cultural backgrounds. In order to study the Puerto Rican female athletes, the authors used a phenomenological approach and interviewed six former athletes who have performed as elite athletes for 11 to 28 years within the Puerto Rican system (Rodríguez & Gill, 2011). The authors questioned subjects by phone about demographic data, sport backgrounds, experiences with sexual harassment, and recommendations. The modified Van Kaam method of analysis was used for data analysis. For reduction of potential qualitative interview bias, the authors wrote of their previous knowledge about the Puerto Rican sport structures. Results were comparable to other studies from the United Kingdom, Australia, Norway, and the United States (Rodríguez & Gill, 2011). A typical Puerto Rican "macho culture" has had an effect on the occurrence of sexual harassment in Puerto Rican sport settings. Thus, the authors concluded that Puerto Rican sport society still does not accept and respect the "value of women as athletes" (p. 335).

Two South Korean researchers have studied the South Korean sport culture and sexual harassment (Heo, 2011; Kim, 2010). Kim (2010) conducted research to identify the recognition, current status and causes of sexual harassment in sports. The author used purposive sampling for a mixed-method study in order to probe in depth. The participants were twelve female former or current elite athletes. The Sexual Harassment Scale (Mazer & Pecival, 1989) and the Survey of the Sexual Harassment Attitude (Beauvais, 1986) were modified for the South Korean context. Additionally, semi-structured interviews

were used. The duration of the interview was from one to one and half hours, and survey results were compared by sub groups. In addition, taxonomic analysis using Nvivo 2 and CAQDAS was performed to identify themes in the data.. The results indicate that there are three broad structural reasons for sexual harassment in Korean sport settings: the personal level, the Korean sports culture, and the social structure (Kim, 2010). From a personal perspective, the author noted the absence of the systematic educational program of sexual harassment, the insensibility of body touches, less recognition of sexual harassment, and the silence of sexual harassment. The Korean sports culture included training camp, less recognition of physical contact between athletes and coaches, the absence of the rebellious attitude toward their coaches, and defensive reaction. Kim concluded that social structure and climate creates an environment with less recognition of sexual harassment, the fear of reporting of sexual harassment, difficulties of open to the public about the incidents of sexual harassment, and male coaches' inappropriate thoughts.

Heo (2011) analyzed the sexual harassment conditions of male and female elite athletes to better recognize sexual harassment, and to discuss its solution. The author concentrated on the sexual harassment of male and female elite level athletes analyzing the actual conditions of sexual harassment, and providing a better basis for establishing guidelines for sexual harassment in South Korean sport settings. Heo selected 381 national representatives and professional athletes using convenience sampling. These athletes represented individual, interpersonal, and team sports athletes. The survey was based on previous studies about sexual harassment experiences, recognition, and sports

cultures. Results showed that 19.9% of elite level and professional athletes have had experiences with sexual harassment, rather than sexual assault and rape. Moreover, sexually harassed athletes revealed that rest periods and private times in training camps and places increased the incidences of sexual harassment. Sexual harassers were usually male teammates, coaches, and directors. Furthermore, sexually harassed athletes tended to experience sexual harassment passively, because team directors and coaches have full authority for the participation in games. Athletes found it difficult to resist their directors and coaches. Consequently, sexually harassed athletes referred to the necessity for specific rules that can protect athletes from sexual harassment and educational programs on sexual harassment for athletes, coaches, and directors (Heo, 2011).

Asian Cultural Aspects and Women's Status

Western Culture and Non-western Culture. Brownell (1995) studied Chinese culture and sport compared to Western culture and sport, and maintained that the structure and power of sex in the Western culture became jumbled due to the development of modern sports and women's sport engagement. Developed sports resulted in a clear distinction between females and males, with discourse related to feminism and masculinity. Moreover, the discrepancy between male and female plays an important role in organizing other symbols in Western symbolism. After disseminating such sexual gaps in Western system, the sport realm became a male dominated area, because sport is one of the most obvious realms that males are able to demonstrate their masculinity with biological advantage. On the other hand, the non-Western system did not focus on sex-linked symbols, but the

moral principal was crucial, and sex related symbols were subordinated to social structure (e.g., Confucianism). Thus, sex was only one of the principals among kinship, generation, age, and class, which had strong influences on determining one's position in the family as well as in society. Owing to different concepts of sex, Brownell (1995) argued that the Chinese sport setting has not been dominated by males. Such moral standards were so important that sex-linked symbols were ignored.

The Value of Confucianism in Asia. There are different levels of status granted males and females in South Korea. Shin and Nam (2004) argued that women's status in society has constantly lagged behind compared to the development and advancement of South Korean economy. Previous research has discussed the value of Confucianism (Park, Lim, & Bretherton, 2012; Ryu & Cervero, 2010; Shin & Nam, 2004). Ryu and Cervero (2010) argued that, owing to globalization, modernization, and economic development, Western culture has penetrated South Korea over the past four decades. However, modified Confucian values and standards are still entrenched and embedded in South Korean society. Korean people's way of thinking, communication skills, and lifestyle are powerfully predicated on Confucianism (Yook, 2013).

In addition to daily life, elite sports in South Korea have been significantly affected by Confucianism. According to Park, Lim, and Bretherton (2012), East Asian societies have been impacted by forced obedience, which is taken from Confucianism; East Asian culture has strongly concentrated on the group rather than an individual. These forced relationships mirror "hierarchical age relations" (Park, Lim, & Bretherton,

2014, p. 251) and exploit younger age groups. Park, Lim, and Bretherton (2012) highlighted that “sport reflects society or, to put it another way, sport is a mirror of society” (p. 260). Consequently, the authors argued that the influence of Confucian-based values should be contemplated and acknowledged in the South Korean elite sport setting. Although there appears to be a correlation between the sport arena in South Korea and Confucianism, relatively few studies have observed such a relationship.

Gender Role and Silence Culture in Asian Countries. Fikree and Pasha (2004) and Yook (2013) explained the gender role in Asian countries. According to Fikree and Pasha, Asian women’s perspectives tend to rely on male’s decisions; that is, Asian women’s status is in a subordinate position to men and society. Additionally, Asian men have had exclusively the right of choice, while Asian women have had a lack of opportunity to enter society. Yook (2013) pointed out that global culture, such as education, trade, travel, and the Internet, makes Asian cultures susceptible to rapid changes. However, the Asian core values remain: “the essential core of culture consists of traditional (i.e., historically derived and selected) ideas” (p.16). For instance, even though Asian youth often face the global culture so that Asian values (e.g., food, clothes, lifestyle) might be changed, the Asian core values constantly remain “due to its enduring historical roots” (Yook, 2013, p.16). Thus, Asian females assume an inferior social rank to that of Asian males. Moreover, Zuo et al. (2012) showed that boys who are living in Vietnam, China, and Taipei, were placed in more traditional gender roles insuring the continuation of gender inequality.

Similar to obedience, there is the Asian culture of silence. According to Yook, keeping silent is a value in Confucianism based countries, “the empty vessel simultaneous value of silence” (p. 57). That is, more silence is valuable to keep harmony. Owing to this silence culture, Asians who are living or studying in the United States find it difficult to actively participate in academic discussions in higher education settings (Jones, 1999).

In sum, owing to rapid development of the Internet and increased connection with global culture, women’s status has recently changed. For example, women’s economic independence has been augmented so that women have a relatively easy choice to divorce compared to the past (Yook, 2013). Even though women’s status has been augmented, women are still suffering in oppressive atmospheres where they remain timid, reluctant, and passive due to Asian culture including Confucianism, a culture of silence, and traditional Asian gender roles.

Sexual Harassment in South Korean Sport Settings

Sexual harassment in South Korean sport settings was first discussed in 2007 (Yoon, 2011). The coach of Woori Bank, the professional women’s basketball team, sexually harassed team athletes. After this incident, the National Human Rights Commission of Korea conducted studies about female athletes’ experiences of sexual harassment. The results showed that 63.8% of female athletes had experienced sexual harassment. Owing to this effort, South Korean scholars have recently started to examine

sexual harassment, sexual abuse, sexual assault, and sexual annoyance in sport settings (Joo, 2008; Kim, 2009; Kim, 2010).

Kim (2010) examined sexual harassment perceptions and experiences of South Korean athletes and student-athletes in order to better understand current consequences of sexual harassment. Purposive sampling was used in this quantitative study. The author recruited 720 female and male undergraduate students whose major was kinesiology; 660 surveys were completed. The results indicate that female undergraduate students perceived more serious sexual harassment (e.g., verbal, physical, visual) than males. In addition, the male students who possessed a more generous perspective did not consider verbal sexual harassment to be sexual harassment, whereas female students did.

Kim (2009) observed student-athletes' experiences of sexual violence and examined the correlation between sexual violence and life adjustment. The author used stratified cluster random sampling, and recruited 1257 female and male student-athletes in middle school, high school, and college. The author used several existing questionnaires for measuring adjustment of college student (Baker & Siryk, 1984), interpersonal problems (Alden, Wiggins, & Pincus, 1990), and sexual harassment experiences (Finkelhor, 1979). In order to affirm content validity and reliability, the author pre-tested the questionnaires with 100 athletes. SPSS 12.0 and AMOS 7.0 were used to analyze data for this study. The results showed that 334 (26.6%) student athletes have experienced sexual violence and male student athletes have more experiences of sexual harassment than females (Kim, 2009). In addition, the most frequent experiences were verbal sexual harassment, rather than physical sexual harassment. Student athletes

who have been sexually harassed had several symptoms which included insomnia, headache, and depression. Sexually harassed student-athletes were liable to accept the incidents as joking because they did not know how to deal with such situation and had the fear of retaliation (Kim, 2009).

Similarly, Joo (2008) focused on 422 female high school athletes to examine sexual harassment experiences in sports. The purpose of the study was to suggest the countermeasures of sexual annoyance, sexual molestation, and rape in sport settings (Joo, 2008). Convenience sampling was used for this study, and the Sexual Harassment Consequence Scale (Kim, Han, & Song, 2002) was developed. The results showed that 34.4% of participants have experienced sexual annoyance and 45.7% of participants experienced physical sexual annoyance. However, only a very small number of participants responded to sexual molestation, and no one reported rape.

Synthesis of Literature

In this chapter, literature was reviewed related to the definitions of sexual harassment; sexual harassment in sports as a function of different cultures and history; Asian cultural aspects; and sexual harassment in South Korean sport settings. Different perceptions and definitions of sexual harassment were identified as individuals from different countries look at sexual harassment from different perspectives. Therefore, this study will focus on an individuals' definition of sexual harassment.

Rodríguez and Gill (2011), Heo (2011) and Kim (2010) found that culture impacts the occurrence as well as adverse effects of sexual harassment; a typical Puerto

Rican macho culture has affected the reporting of sexual harassment incidents. In South Korean elite sport, sexual harassment frequently occurred in training camps and training places (Ha & Mangan, 2010). Training places are often located in school, so student-athletes and elite athletes usually reside at the training places, not their home. In addition, in the case that an athlete is selected as a national representative, they enter the Korean National Training Center (Taenung Athletic Village) in order to train and practice. Thus, training camps play a key role as a setting where incidents of sexual harassment has increased.

Brownell (1995), Fikree and Pasha (2004), Jones (1999), Ryu and Cervero (2010), Shin and Nam (2004), and Zuo et al. (2012) dealt with Asian culture: Confucianism, silence culture, gender role, comparison between Western culture and non-western culture. Such cultural aspects depicted females as passive, dependent, and reluctant. Moreover, even gender role identity was dependent on such ideas; and Park, Lim, and Bretherton (2012) highlighted that Confucianism pervades South Korean sport settings. Studies focused on the South Korean context also noted that incidents of sexual harassment were perpetrated by male peer athletes, male coaches, and male directors (Joo, 2008; Kim, 2009; Kim, 2010). The specific types of sexual harassment (e.g., verbal, physical, visual harassment, rape, or sexual assault) were reported.

Considering the studies of sexual harassment in sport settings that have been investigated, relatively few have focused on female athletes' within a socio-cultural context, and more specifically, the sexual harassment experiences within South Korean sport settings. Overall, there is a necessity to define and understanding individual's

definitions and perceptions of sexual harassment and their perspective on factors that might influence its occurrence (e.g., the importance of sociocultural context, especially Confucianism).

The global increase in reports of sexual harassment necessitates attention. There remains a lack of studies on sexual harassment in sport compared to those conducted in other domains such as workplaces, schools, and society. Therefore, this study will examine the perceptions and experiences of South Korean female elite swimmers understanding sexual harassment, and providing a better understanding of the impacts of sexual harassment and the specific South Korean sports culture which enhances its occurrence.

CHAPTER THREE: METHODOLOGY

In this chapter, the methodology of this study is explained including research design, participants, sampling, trustworthiness, researcher background and bias, data collection and procedure, data analysis, and ethical considerations.

Research Design

The purpose of this study was to explore perceived experiences with sexual harassment of elite South Korean female swimmers from a socio-cultural context. The researcher solicited a specific group of elite South Korean female swimmers, to describe their experiences with sexual harassment. In addition, the researcher focused on subjects' stories related to the experience within the South Korean sport setting; thus, a narrative case study approach was used for this study. Owing to the characteristics of a narrative case study, the researcher took into consideration the sensitivity of sexual harassment, subjects' perspectives about sexual harassment in South Korean sport settings, and their lives and experiences.

This study was influenced by Rodriguez (2010) who investigated the experiences and coping responses of sexual harassment among Puerto Rican female student-athletes.

Rodriguez provided a copy of the interview guideline that was, in turn, modified for the South Korean context.

The researcher conducted face-to-face interviews with ten subjects using a semi-structured interview design. The interview guide for the study consists of four parts: demographic information; sport experiences; sexual harassment definition; and sexual harassment experiences (Appendix B). In order to contact the ten subjects, the researcher sent an email or called to inquire as to their interest in participating in the study. The researcher and each subject scheduled an appointment for an interview at which time the researcher explained the purpose of the study, procedures, and confidentiality.

Discussion about sexual harassment is very sensitive, so the researcher approached the participants with an opening question with regard to demographic information. For instance, ‘How old are you?’, ‘what is your material status?’, and ‘What is your highest educational level?’

Participants

Ten former elite South Korean female swimmers were selected for this study using purposive and snowball sampling. The researcher, as a former elite swimmer, contacted one peer to participate in the interview. The subject was then asked to identify other participants for the study. Elite status references subject participation on a national team. As an elite South Korean swimmer, the researcher has ready access to former South Korean national team members and South Korean national back-up members.

There were five former South Korean back-up female swimmers and five former South Korean swimming representatives. Background information for the ten subjects was collected at the beginning of the interviews. The age range of subjects was 19 to 28 years, and all had graduated from a college or university; in fact, two participants are currently master's students. Six participants currently working at sports-related firms or organizations as full-time employees. Two participants are not employed, because they are currently undergraduate students. Two participants are working in other fields not related to sports.

All participants answered that swimming is the first sport in which they participated. The years of their athletic career ranged from 6 to 24 years, with 2-8 years as an elite-level athlete. The reasons for retirement from athletic life were to experience other fields, to get away from swimming, and to study at colleges or universities in order to get a job. Most participants quit swimming as an elite swimmer at least 1 year to 8 years ago.

Table 1: Summary of Participants' Swimming Demographics

Mean Age	Years of Swimming Participation	Years of Elite Swimming Participation	Resignation Year as an Athlete
23.2 years	6 – 24 years	2 – 8 years	2009 – 2015

Trustworthiness

For qualitative studies, a researcher must build trustworthiness in order to increase validity of the study. To be more specific, the researcher must detail any personal bias, and provide details and interpretation of these biases and impact in the discussion and results sections. In addition, the researcher must not provide false information or interpretation to the participants, but rather adhere to the semi-structured interview guide. The researcher conducted an external audit for this study; specifically, the researcher requested that her thesis chair and committee members read the interview guide and interview transcripts. Based on feedback, the researcher improved the completeness of the interview guide. Moreover, the researcher used direct quotes from participants' in order to accurately capture their sentiments in participant's own words.

Researcher Background and Bias

The researcher identified her background and general perceptions of the topic in order to limit researcher bias regarding sexual harassment within South Korean sports culture and societal characteristics (Rodriguez, 2010; Rodríguez & Gill, 2011). She had been a swimmer since the age of eight, and was a member of the Korean national, junior, and back-up swimmers. The researcher was also a professional swimmer as a representative of the GangWon province for one year. After completing her professional athletic life, she matriculated to the KonKuk University in South Korea and graduated in August 2014. She is now a master's student at George Mason University. The researcher experienced sexual harassment during her elite years as an athlete, and has negative

views on the topic. The researcher defines sexual harassment as any unwanted sexual attention which includes verbal, nonverbal, physical, and visual activities, whether the sexual attention is intended. The researcher might have unintentionally impacted participants' responses during interviews, but made every effort to abide by the open-ended prompts, and restricted editorializing in discussion.

Data Collection and Procedures

Semi-structured interviews were conducted for this study. Participants were contacted by telephone or email to schedule their interview. The researcher met individually with each subject, beginning in March 2017. Explaining the study, the researcher requested completion of written consent forms, and permission to record the conversation.

In the American Psychological Association's APA Style Blog, Lee and Hume-Pratuch (2013) discuss the dilemma of providing retrievable information while maintaining subjects' confidentiality. They go on to say, "although you don't cite data you gathered from research participants, you can discuss them, provided that you preserve the confidentiality you guaranteed the participants when they consented to participate in your study." The use of pseudonyms is often employed by researchers so "neither the subject nor third parties (e.g., family members, employers) are identifiable" (*Publication Manual*, 2010, p. 17). For this study, the respondents provided their own preferred pseudonyms to ensure confidentiality.

The semi-structured interviews were conducted during spring 2017: face-to-face interviews with nine subjects in South Korea, and a Skype interview with one subject residing in Canada. The interviews lasted no more than an hour and were conducted in South Korean. The researcher provided a Korean version of the interview questions to each subject. The interview questions were translated by Sue-hyun Jung, an English teacher in a South Korean public high school whose undergraduate major was English Education. She has vast experiences translating English into Korean and Korean into English (see Appendix C). The researcher spoke Korean and the interviews were recorded. The recorded interview contents were translated from Korean to English by Sue-hyun Jung. The interview audio files were destroyed after typing and reviewing transcripts to insure confidentiality of the participants and alignment with Mason Institutional Review Board protocol.

The interview guide for this study was adapted from Rodríguez and Gill's (2011) study of sexual harassment perceptions among Puerto Rican female former athletes. The researcher adapted the interview questions for the South Korean sport context. The researcher asked four part questions: demographic information; sport experiences; sexual harassment definitions; and sexual harassment experiences. First, the researcher collected subjects' demographic information including age, marital status, number of dependents, highest educational level, current job, place of birth, and current sport involvement. Second, the researcher asked questions regarding the subjects' sport experiences including their primary sport involvement as an athlete, the age at which they began to swim, starting age in competition, years of participation in swimming as an elite athlete,

level of competition, age of retirement, reason for retirement, and greatest accomplishment as a swimmer. Third, the researcher asked subjects' to define sexual harassment in their own words. The subjects were then asked the frequency of sexual harassment incidents in South Korean sport settings. Lastly, the researcher posed a series of questions regarding awareness of sexual harassment incidents in South Korean sport settings. The first question was, "Have you experienced sexual harassment in South Korean sport settings?" The next questions depended on subjects' answers. In the event that subjects had experienced sexual harassment, the researcher asked questions such as 'who was a sexual offender' 'how did you deal with sexual harassment situation' and 'how long they experienced and tolerated sexual harassment.' The third question was regarding South Korean sport culture and its relationship to sexual harassment occurrence. The researcher then asked subjects to make recommendations for how to better address sexual harassment. The interview guide is included in Appendix B.

Data Analysis

The qualitative researcher should be aware of choosing the proper data analysis approach for successful research in order to appropriately and precisely interpret the interview data (Cho & Lee, 2014). The researcher used qualitative content analysis for this study. According to Cho and Lee, qualitative content analysis is "a research method for subjective interpretation of the content of text data through the systematic classification process of coding and identifying themes or patterns" (p. 3). That is, based on the research questions, the researcher should systematically describe the meaning of qualitative materials.

There are two ways of categorizing data using qualitative content analysis: inductive and deductive categorization. In this study, the researcher used inductive category development, because the research questions were intended neither to build a theory nor determine the holistic meaning of the data, but to specify individuals' experience and definition of sexual harassment based on the South Korean sport context, factors of triggering sexual harassment incidences, and the types of sexual harassment.

Moreover, the author also used a thematic analysis which is “a method for identifying, analysing, and reporting patterns (themes) within data” (Braun & Clarke, 2006, p. 6). There were six steps followed for thematic analysis. First, the researcher was familiar with the data which means that the researcher was able to transcribe the data, read and re-read the data, and note initial ideas. Second, the researcher assigned initial codes to interesting aspects of the data and collected data related to each code. Third, based on these codes, the researcher searched the themes and gathered data germane to and highlighting each theme. Fourth, the researcher reviewed the themes in order to check coded extracts and generated a thematic map of the analysis. Fifth, the researcher defined each theme in order to name it. Lastly, the researcher reported findings based on each theme. For instance, based on this thematic analysis, the researcher read and re-read the interview data more than three times, and asked Sue-hyun Jung to translate English to Korean. The researcher then attached relevant codes reflecting definition, sexual harassment, devalued experiences, Confucianism, and male-dominance. At the same time, the researcher collected key illustrative data based on each code, and analyzed several

themes including the perceived definition of sexual harassment and the indoctrinated definition of sexual harassment.

Ethical Considerations

This study examined a sensitive topic: the experiences of sexual harassment. A key consideration in this, and all, studies is to avoid harm (Smith, Flowers, & Osborn, 1997). To protect subjects from harm, the researcher must provide a comfortable and safe environment, not a coercive atmosphere. Moreover, the researcher should not strongly obligate subjects to speak about their perceived experiences in order to obtain data, and should carefully select the words related to sexual-based violence for the sake of protecting them from any psychological harm. In addition, the researcher provided subjects with contact and web information for the South Korea Olympic Committee psychological clinic, in case discussion of the subject matter unintentionally impacted or disturbed subjects psychological well-being. The South Korea Olympic Committee provides three ways to contact professional counselors: telephone, writing one's experience through the Internet website, and visitation. The SKOC also assures confidentiality in order to protect victims, and offers educational programs on sexual harassment in sports.

The researcher solicited informed consent from subjects. To be more specific, the researcher explained the purpose of this study and the interview contents before starting. In addition, participation was voluntary, so subjects could have withdrawn from the interview at any time; the research did not force subjects to continue interviewing.

The interview guide and survey instrument were submitted for review to and approved by the George Mason University Institutional Review Board (IRB) (Appendix D). As previously noted, pseudonyms were selected by each subject for analysis and reporting use, and to insure their confidentiality. Following transcription, all personal information was destroyed. Per policy, the typed transcripts also will be destroyed within 5 years.

Results of this exploratory study will be beneficial for future studies research into harassment in South Korean sport settings. Future researchers and officials may also utilize results to improve interventions and guidelines for practice.

CHAPTER FOUR: RESULTS

The central purpose of this study was to determine the perceived experience with sexual harassment of former elite South Korean female swimmers. Within this chapter are the findings of this research. The researcher analyzed participants' interviews based on four research questions: 'How do former elite South Korean female swimmers define sexual harassment?'; 'Have former elite South Korean female swimmers experienced sexual harassment? If so, what types of sexual harassment have they experienced (hostile or quid pro quo sexual harassment)?'; 'How did former elite South Korean female swimmers react when sexually harassed? (e.g., emotionally, behaviorally, and athletically)'; and 'What factors of the South Korean swimming setting may have influenced the occurrence of sexual harassment?'

In order to answer the research questions of this study, ten former elite South Korean female swimmers were selected via purposive snowball sampling and agreed to an interview. The first interview began on March 10, 2017 with Sera, a friend of the researcher. After the interview, Sera recommended another participant, Ellena. In this way, the researcher conducted interviews with ten former elite South Korean female

swimmers. Kate is living in Canada, so the researcher conducted a Skype interview with her.

All identifiable information for individual participants was removed, and responses were attributed to subjects based on their self-selected pseudonym to maintain confidentiality (Table 2).

Table 2: Respondent Pseudonyms and Ages

<i>Pseudonym</i>	<i>Age</i>	<i>Pseudonym</i>	<i>Age</i>
Jane	28 years	Yuna	22 years
Emily	21 years	Jina	24 years
Kate	26 years	Sera	24 years
Lily	22 years	Mina	24 years
Ellena	22 years	Hana	19 years

Research Question #1: How do former elite South Korean female swimmers define sexual harassment?

Overview

Based on a thorough review of the literature, different countries define sexual harassment in different ways, and previous research has highlighted the difficulty of defining sexual harassment due to multifaceted perspective. Hence, understanding one's definition of and background with sexual harassment helped the researcher anticipate and comprehend subject cues (e.g., hostility and familiarity toward sexual harassment).

During the interviews, the researcher first asked these questions: 'When did you hear the term of sexual harassment?'; 'How familiar with such term?'; 'What is your own definition of sexual harassment?' The researcher then asked about the two definitions of

sexual harassment: indoctrinated and perceived sexual harassment. Indoctrinated sexual harassment is that which is heard or learned from sources including sex-education classes, mass media, and parents; whereas the perceived sexual harassment is based on an individual's experiences.

Ten participants responded that they have heard the term 'sexual harassment' in their life; however, most participants struggled to understand the differentiation of 'sexual discrimination,' 'sexual harassment,' and 'sexual abuse.' Moreover, most participants defined sexual harassment based on victims' emotions. Two participants noted that sexual harassment is considered when a harasser touches specific body parts such as one's breasts, hips, and genitals.

Three ways of hearing the term sexual harassment: sex-education, mass media, and parents

Ten former elite South Korean female swimmers discussed when they first heard the term *sexual harassment*, and all reported that they had heard the term in sex-education classes in schools. For example, Kate noted that "I heard it when I was a middle school student. You know, every student should take a sex-education class at that time. I don't know current system but we need to do it. At that time, teacher explained how to have baby, what is sexual harassment. However, I have blurred memories of it: it was ineffective. Many students just slept or did other things." Hana described her sex-education class at the Seoul Physical Education High School: "All students congregated at gym and sex-education teacher started the lecture. Owing to the characteristic of

Physical Education High School, male students were overwhelmingly larger than female students. Most male students did mischief and female students listened to the lecture.

However, I did not remember what I learned from sex-education classes...It was too boring to focus on. I have blurred memories of it.” Jina also reported that “South Korean school culture is passive, so sex-education was also passive. We just watched several videos of it and listened to what teacher said. I slightly remember the definition of sexual harassment, it did not arouse my attention of dangerousness of sexual harassment.”

Echoing the passive nature of classes, Mina reported that “Sex-education in schools could not arouse my attention of sexual harassment. I felt that it is not my business. However, it can happen to me...it was a useless class.”

Jane also heard the term sexual harassment at school, but she highlighted the role of mass media:

I believe, sex openness of South Korea has expanded too much. I hardly hear sex crime when I was young...I think that speaking sex or sex-related words were social taboo, but now, it is so easy to hear it anywhere... Umm. Frequency of hearing sex crime through mass media has increased. Thus, mass media have focused on sex crime as well as sex-education. TV programs explain what is sexual harassment and how can deal with such situation.

Moreover, more than half of participants mentioned ‘hidden camera in women’s locker room at Jincheon Athletic village’ when they first heard the term sexual harassment through mass media. For instance, Sera said that “When I heard about the hidden camera case, I was afraid of sexual harassment...I believe that he is crazy. Owing to that case,

many mass media provide articles of sexual harassment cases in sport settings....” Lily reported that “mass media make me be aware of sexual harassment or other sex crime, because every day, I can read or watch sex crimes. Some TV programs provide sex-education lectures. I believe that it is good way to learn what sexual harassment is.”

Two participants, Lily and Emily, noted that they had been educated with regard to sexual harassment by their parents. Lily mentioned that “My mother always talked about it. I should always be aware of people who tend to touch my body and bravely deal with such situation.” Emily also reported that “When I graduate[d] high school, my parents educated me the term of sexual harassment, sexual abuse, and sexual discrimination. Parents and I searched those terms on the Internet, and parents maintained that I should have ability to keep my body by myself.”

Only Emily was able to differentiate the terms. She noted that: “I believe, sexual discrimination in South Korean society is significantly pervasive due to Confucianism. Women who live in South Korea easily experience sexual discrimination...this is the reason that our government has operated Ministry of Gender Equality and Family. Especially, South Korean sport settings, I cannot find female coaches.” Moreover, responded that: “Sexual harassment is unwanted physical contacts in any part of body. Sometimes, it can be words. Rape is considered sexual abuse. When I heard those three terms, it was too confused to fully understand. However, I believe, knowing difference between those terms is very important to avoid dangerous situation, because we can find the way how to deal with specific situation.” All of the other subjects failed to mention other sex-related terms during the interviews.

Definition of Sexual Harassment: Depending on Victims' Emotional Responses

Seven of the ten participants echoed that sexual harassment is based on victims' emotional responses. For example, Yuna reported that "I think, when we deem sexual harassment, the feelings of victim should be carefully considered. Sexual harasser can lie. Umm... I mean, he has intention to sexually harass her, he cannot tell the truth. Thus, sexual harassment is unwanted physical contacts whether sexual harasser intended or not." Similarly, Hana believed that "...sexual harassment can exist anywhere. It is physical contacts of any part of body like hand, feet, arms, or others. In the case that victim feels sense of shame, it is sexual harassment." Lily also defined harassment in that: "If people touch my body, I feel shame or embarrassment; it is sexual harassment. When we consider sexual harassment, we need to focus on victim's emotion."

Ellena also highlighted the victim's emotional response: "If woman and man are friend[s]; they can touch some body parts like hands, arms, or other parts when they talk, but if woman feel[s] that it is not expression of sense of closeness, it is sexual harassment. Many people believe that people can touch other people's body parts to express sense of closeness. However, [the] victim feels [a] sense of shame; it cannot be [a] sense of closeness." Jane, who has not had a sexual harassment experience, also reported that "we need to contemplate victim's emotion and feelings like what they felt when they sexually harassed. We need to clearly differentiate between sense of closeness and intentional touches of sexual harassers."

Furthermore, corresponding replies were found that suggest the indoctrinated and perceived definitions of sexual harassment are similar. For instance, the researcher first asked, “Do you remember sexual harassment definition when you first heard it?” Sera responded: “I heard sexual harassment in my sex-education class in high school. I remember sexual harassment definition that can be physical contacts or obscene jokes. The important thing is that whether people do not intend to sexually harass someone or not, victims feel uncomfortable or a sense of shame; it is sexual harassment.” She also noted that her “own definition of sexual harassment is same with what I have heard and learned about sexual harassment.” Yuna also said that “I think that my definition of sexual harassment is analogous to definition that I learn from sex-education teacher of middle school.”

Definition of Sexual Harassment: Depending on Parts of Body

Two of the ten participants’ noted that their indoctrinated definition of sexual harassment is dissimilar to their perceived definition of sexual harassment. Mina and Jina had both heard about sexual harassment in various situations such as sex-education classes, mass media, and friends. They remembered that sexual harassment is unwanted sexual attention or physical touch. However, when they talked about the definition of perceived sexual harassment, they specifically mentioned “specific parts of body.”

Mina reported on the indoctrinated sexual harassment definition: “I heard the term of sexual harassment when I was a high school student. At that time, an instructor of sex-education said that sexual harassment is unwanted sexual attention or sexual-based

physical contact.” However, she maintained that “When people touch specific body parts such as breast, hip, and genitals, those acts can be considered sexual harassment.” In addition, Jina felt strongly that physical “contact of other parts of body is not deemed sexual harassment.” Similarly, noting that “It is hard to exactly define sexual harassment, but I can tell that I do not mind if people touch my arms, hands, or feet. However, I believe that the important parts of body should not be contacted. Umm...I mean...in the case that a person touches my inner parts of thigh, breast, hip, and genitals, such behavior is sexual harassment.”

Research Question #2: Have former elite South Korean female swimmers experienced sexual harassment? If so, what types of sexual harassment have they experienced (hostile or quid pro quo sexual harassment)?

Overview

The participants discussed their experiences with sexual harassment in South Korean sport settings. Questions regarding sexual harassment experience include two categories: undervalued experience as a female athlete and sexual harassment experience. South Korean culture including Confucianism, a culture of silence among women, and a male-dominated culture have noticeably been entrenched in society. Therefore, the researcher intended to ask: ‘Have you ever felt devalued or degraded as a female athlete in your elite athletic life participants?’ The second category question was, ‘Have you experienced sexual harassment in South Korean sport settings?’

Six of ten participants were familiar with sexual harassment cases in South Korean sport or swimming settings whether such cases were disclosed. They had heard sexual harassment incidents from their peer female athletes and mass media including TV and newspapers. The most representative case would be that of the 'hidden camera in women's locker room at Jincheon Athletic Village,' a recent and well-publicized event in South Korea.

Devalued Experience: Confucianism and a Tool for Winning Medals

Six of the ten subjects reported that they have felt devalued during their athletic life because they are women, and noted two primary reasons for this sentiment: implications of Confucianism and being a tool for winning medals (and subsequent acclaim). Seven of the ten participants had personally experienced sexual harassment in the South Korean sport setting, and all of the cases were hostile sexual harassment.

Confucianism. Emily told of feeling undervalued and its emotional toll:

Umm...When I heard the specific phrase, 'What is the point of a woman becoming as an athlete?' I did not think that it was wrong. Actually, such phrase has been used not only sport settings but also South Korean society. Like this...I believe that you have also experience to hear this, 'Even though you cannot win medals or study well, you can get married with someone. You are a woman so it is okay'. This means that Korean society disregards the value of women. I really have aversion of this way of thinking. This is obsolete thinking! This is 21 centuries, not Joseon Dynasty...

Mina had “always heard that women should not be doing this or that. Several decades ago, this kind of phrase was more used, but I am surprised that it is still used in 2017. I believe, Confucianism is deeply and still entrenched in our society.” Further, Sera spoke about Confucianism when she described feeling devalued as a female athlete: “When I was a middle school student, I was suffering bullying from the swimming team that I trained. I am only woman in that swimming team so male junior or peer athletes did not talk with me or eat food together. I believe, the reason that this situation could exist is due to pervasive Korean culture... Our culture always tends to exclude women from society. Because of bullying experience, I changed my personality, introverted...”

A Tool for Winning Medals. Two of ten participants specifically mentioned being ‘A tool of winning medals.’ Kate reported that “I always felt that male coaches and directors think that [a] woman’s body is just a tool. They did not respect women as an athlete. For example, all women have period (menstruation)...we cannot manage it, right? But when I had period so I told my opinion to coaches that I cannot swim today because of period. The replies from coaches were always same: ‘That’s why women cannot succeed.’ Having period is not shame thing, but I felt always sense of shame.” Hana had a similar experience, in that during her “athletic life, my body was always mockery. Peer or senior male swimmers taunted my breasts and waist. Especially, some coaches said that women athletes should have small breast size in order to win medals. In the case that women athletes have big breast, it is not an athlete. I cannot understand that male coaches cannot understand the different physical aspects between males and females. We cannot

help it! I believe that it is the evidence that male coaches tend to treat female athletes just as a tool of winning medals. They do not accept femininity.”

Hostile Sexual Harassment: Male Coaches, Male Peer or Senior Swimmers, and Female Coaches

Seven of ten participants reported hostile sexual harassment experiences in South Korean swimming settings. Sexual harassers were mostly male coaches or male peer athletes. However, two participants reported that they had experienced sexual harassment by a female swimming coach. Most participants indicated that they did not recognize sexual harassment the first time that it was experienced.

Male coaches. Yuna, Sera, Emily, and Lily experienced sexual harassment by male coaches. First, Yuna reported that “At that time that I experienced it, I could not recognize that this is sexual harassment. Because I was too young to know what is sexual harassment. Even I did not know the word of sexual harassment. My male swimming coach wanted me to stay with him in [an] enclosed space such as women or men’s locker room and swimming staff lounge. He tried to touch my hand, waist, and thigh... In addition, he dropped me off at my home every day. I told that I do not need your help and I can go home by myself, however he did not listen. This situation was continued for a year. In the end, my parents reported to the police...” Sera also described her experience of sexual harassment: “When I was a middle school student, I had [a] personal weight training coach. I always worked out with him at the gym. At that time, he tended to touch my important parts of body such as pelvis, thigh, and breast. I felt that he pretended to

teach me how to move [my] body and work out. However, I told him that I already knew how to do it, or he already taught me how to do it...Thus, I felt that it was not teaching me.” Emily also said that “My swimming coach abused me physically and verbally. At that time, I did not think that this is sexual harassment. He struck me any part of body like arms, legs, hips, and breasts. Moreover, my male swimming coach was comparably older than me. I remember that his age was similar with my father. Thus, when he touched my body, he wanted to [be] close to me as an athlete. However, now that I think of it, it was sexual harassment...because I felt sense of shame and dislike.” Lastly, Lily added that another “swimming coach touched my hips a lot. At that time, I could not understand why he touched my hips again. When I grew up, I knew that such act can be sexual harassment.”

Male peer or senior swimmers. Mina and Hana experienced similar sexual harassment incidents by male peer or senior swimmers. Mina said that “I do not know their intention, but male peer athletes easily touched my shoulder, arms, hands, or legs. At that time, I did not want to ruin relationship with them, even though I felt [a] sense of shame, I just laughed and made effort to accept it as just [a] joke.” Similarly, Hana also reported that “male peer swimmers assessed my body, especially specific part such as breast, hip, and thigh...Umm...They said, ‘Your breast is so small that you cannot have boyfriend at all. In addition, they poked [me] in the ribs with their finger over and over. I was angry so I told them not to do again, but they said, ‘it is okay, we are friend!’”

Female coaches. Two of the seven participants experienced sexual harassment by female swimming coaches. Lily reported that “one of swimming coaches sexually

harassed me. At that time, all swimmers worked out at the gym, and the female swimming coach touched my breast in front of all peer swimmers...at that time, I was so embarrassed that I almost felt like weeping.” Ellena had an analogous experience in that: “It was swimming pool. We usually work out outside of swimming pool like medicine ball, and wear short-sleeved t-shirts. My female swimming coach came to me and began rubbing my breast even other athletes looked at me. She said, ‘You became a woman!’ Even coach is a woman, I was anger that she massaged my breast. It was terrible experience.”

Quid Pro Quo Sexual Harassment

None of the participants experienced quid pro quo sexual harassment. However, two had heard of such cases involving peer athletes. Hana said that “I was a Seoul physical education high school student so I had many athlete friends in different sport types like track and field, badminton, wrestling, and etc. I heard that some team sports coaches offer benefits to athletes, like participating in entry list...Of course, this offer is conditional...they also offer something...sexual things? I just heard it from many friends of other sports. I believe, team sports case, quid pro quo sexual harassment is pervasive due to the characteristic of team sports.” Kate also noted that she had “heard several cases that coaches offer some benefits to athletes and receive some kind of sexual behaviors from that of athletes. However, I did not exactly know it.”

Half of the subjects believed that quid pro quo sexual harassment should not be considered sexual harassment or a sex crime, because athletes should reject sexual

demands even though they can gain advantages in their athletic careers. In addition, they even did not know that sexual harassment includes the quid pro quo situation. For instance, the researcher asked questions regarding quid pro quo sexual harassment: “Has the sexual offender in your elite athletic life requested sexual favors including sexual interaction, physical touching in exchange for any academic, athletic, or economic privilege?” Although participants had not experienced it, seven of ten participants questioned whether, ‘is it sexual harassment?’ Specifically, Lily argued that “Even though coaches or directors offer such privilege to me, I know what should I do or not. I should reject the offer. If I accept the offer, it is my greed. Thus, it is not sexual harassment... I believe that one of the most important standards who is a great athlete is physical prowess, so other privileges should not exist.” Hana also said that “When I have heard several cases of quid pro quo sexual harassment, I thought that athletes should reject such offer...I am not the person who receive[d] the offer, and a team sport athlete so I cannot fully understand their feelings. But athletes should refuse it.” Mina pithily said that “Athletes accept the offer, it is not sexual harassment...she should avoid or refuse sexual demands.”

Half of subjects believed that quid pro quo sexual harassment can be sexual harassment or a sex crime, because the person who has power abuses one’s authority in order to satisfy one’s sexual desire. Yuna reported that “coaches or directors, who offer such sex-related condition, it is totally wrong, and the person should go to jail. Athletes feel have oppressive sensation accepting such offer, because athletes are under control by coaches and directors. They have authority which can really wield power to athletes’

athletic careers, they should, must not suggest such offer.” Similarly, Emily maintained that “such act, offering sexual demands, is wrong. Right? Whether athletes accept the offer or not, the person who suggest sexual demands, the person should go to the jail. Such person is so shameless....”

Research Question #3: How did former elite South Korean female swimmers react when sexually harassed (e.g., emotionally, behaviorally, and athletically)?

Overview

Seven of ten participants described their sexual harassment experiences, and that they had reacted timidly; however, some participants dealt with sexual harassment situations by expressing their opinion bravely or actively. In addition, participants’ reactions to sexual harassment situations were only verbal. Although, seven of ten participants felt uncomfortable at the time; they did not report that sexual harassment situations negatively affected their athletic performances.

Furthermore, the most frequent locations in which sexual harassment occurred were the training area and rest area. Participants who have had sexual harassment experiences reported that the training area is the place where athletes and coaches meet and spend time together. Owing to training camp culture, participants spent most of their time at motels; therefore, they believe that they easily experienced and were exposed to sexual harassment incidences.

Timid Reaction: Peculiarity and Shame

Five of ten participants reacted timidly when they experienced sexual harassment in South Korean sport settings. Specifically, there were two popular themes noted: peculiarity and shame.

These subjects reacted timidly due to the relationships with peer athletes. For instance, Mina reported that “I think that I used to be exposed incidence of sexual harassment. Male peer or senior athletes slightly touched my body, but I could not react right away or express my feelings. In the case that I express my feelings, ‘Don’t do that’, they may say, ‘What’s wrong with you? It was just kidding.’ I was afraid of to be seen as a peculiar person.” Moreover, Hana “thought that I needed to maintain good relationship with peers. Even though swimming is an individual sport, any kind of sport requires communal settings. In other words, a peculiar behavior is not allowed. Thus, even if peer athletes poke in my libs, I could not tell my actual feelings. I just hide my emotion.”

Three participants reported that they could not actively react to or express their feelings due to a sense of shame. Ellena noted that: “At that time, I was so embarrassed that my female swimming coach touched my body at public place. I could not express discontent to coach. I just thought that I wanted to quickly escape this situation. Thus, I just laughed and tended to move somewhere.” Moreover, Emily reported that “my coach inflicted corporal punishment on me. He did not consider where he corporally inflicted. Other body parts were fine. When he hit my chest and hips, I felt shame and pain. I only thought that I need to escape from this situation. I regret now that I need to do something to avoid sexual harassment at that time.” Lastly, although Sera expressed her opinion to her coach, she did not actively tell it: “My weight training coach continually touched my

pelvis and hip, I just showed my feeling by making a wry face. I did not learn how to deal with such situation. The only thing that I can do at that time was making a wry face.”

Active Reaction

Two participants reported that they flatly expressed their feelings and opinions when they were sexually harassed by their coaches. Yuna reported that “When I experienced sexual harassment first, I did not recognize it that it is sexual harassment. However, I started to express opinion or feelings when I recognize it. For example, ‘I do not like it,’ ‘I do not need you help going back home.’ However, my swimming coach did not listen. At the end, I reported to the police. This is my reaction of sexual harassment. We need to actively express out opinion or react. It is not our fault.” Similarly, Lily did not feel shyness when her “female swimming coach touched and kneaded my breast, I reacted right away. I told her, ‘What are you doing now? I do not like it. Do not touch it’. Even though my peer athletes looked at me, I told my feelings actively... I was really surprised that she can touch and knead my breast at swimming pool. I wore swim suit at that time. Of course, the place was enclosed or not, such action should be banned...I just...I cannot believe that I experienced sexual harassment at that time.”

Research Question #4: What factors of the South Korean swimming setting may have influenced the occurrence of sexual harassment?

Overview

At the end of the interviews, the researcher asked: “How does the South Korean

sports culture affect incidences of sexual harassment?” and “How pervasive are such aspects in swimming?” These questions were posed in order to determine whether specific aspects of the South Korean sports culture elevate its occurrence. In these questions, participants who did not experience sexual harassment in South Korean sport settings also responded. Three concordant themes of South Korean sport culture were found: male dominance and a strict relationship between younger and older individuals; a camp training culture; and the university entrance examination system.

Male Dominance and Strict Relationships between Younger and Older Persons

Eight of ten subjects mentioned male dominance and the relationship between younger and older persons within the South Korean sports culture. Mina pointed out that “Our culture pursues very strict top and bottom relationship and focuses on the relation between older and younger...we can hardly give one’s opinion frankly if one is younger than others. Thus, even though I feel uncomfortable when coach or senior athletes touch my body, I cannot easily express such feeling.” Lily also argued that strict relationships between teachers and students is one of the reasons that sexual harassment occurs: “We need to accept coaches’ opinions. We cannot easily give an opinion that is different from coaches. Thus, athletes cannot stand up against coaches. This culture affects sexual harassment incidences.” In addition, she noted that “We cannot easily see female sport coaches, especially elite level. This can explain male dominance culture of South Korea. Males have power...They abuse this power in sexual ways.”

Yuna, who was very forthright about her coach, also indicated the problem of strict relationships and male dominant culture: “In my case, I expressed my opinion directly to the coach who sexually harassed me, however most athletes cannot do it as I did. Even [though] I flatly expressed my feeling[s] and intention[s] to refusal, [the] coach ignores my opinion...I believe that the reason that coach can easily ignore my opinion is because of male dominance culture. Our society disregards [the] value of women.” Yuna also “felt that males always are above...I knew that Joseon Dynasty was based on Confucianism so social status of females in South Korea has been inferior. This culture triggers sexual harassment incidences in South Korean sport settings, because many people believe that participating sport is spheres of males.” Hana pointed out the importance of hierarchical relationships: “I have experience sexual harassment from male peer and senior swimmers, not from junior swimmers. My experience shows that Korean culture emphasizes on strict top-and-bottom relationship; I don’t know other athletes’ cases, but I believe that strict relationship between younger and older people can be one of the popular reasons of sexual harassment; in sports settings, this relationship is more firmly entrenched. Therefore, older people use their power to sexually harass younger people, and younger ones cannot easily express their opinions to older ones.” Lastly, Kate reported that “Although I do not have experience of sexual harassment, I have heard and seen many sexual harassment incidences. Based on what I have seen, strict relationship between juniors and seniors is one of the reasons. One of my friends experienced sexual harassment, and she told me that she could not tell her opinion to senior swimmers...She just tried to escape from such situation.”

Training Camp Culture

The second most prominent reason for sexual harassment in South Korea sport settings is training camp culture. Six of ten participants argued that the training camp culture has negatively influenced the occurrence of sexual harassment. Hana noted that camp training culture makes athletes rely too much on coaches, so the possibility of occurrence of sexual harassment increases:

Becoming an elite swimmer in South Korea, we need to accept training camp. You know, back-up swimmers always should do camp training twice a year for 3 weeks. I do not think that it is effective but we need to do it. Even worse case, South Korean swimming representatives should enter athletes' village departing from their parents. Most representatives are teenagers so they tend to emotionally rely on coaches... This can ruin relationship between coaches and young athletes.

Ellena believes that camp training culture should be removed: "I had not gained any benefit from training camp; rather, I got stress from it. I did not want to work out with strange coaches...The biggest problem of camp training is to stay at motel all together by separating from parents. Just staying together is dangerous situation which can trigger sexual harassment incidences." Similarly, Sera said that "training camp culture arouses teenagers' sexual emotion...all male and female swimmers stay at the same hotel. They do not go to schools...They just work out and sleep. In addition, coaches usually take a rest but they should check and take care of their athletes. It is really serious problem." Jina, who did not experience sexual harassment, argued that "I do not have experience

sexual harassment, I heard several cases of sexual harassment from peers. The common things were 'motel,' which means that athletes experience sexual harassment at motels where athletes and coaches are staying. Thus, I believe that training camp culture triggers sexual harassment incidences of South Korean sport settings.

University Entrance Examination System

Three of the ten participants attributed sexual harassment occurrences to the entrance examination system of South Korean universities. Jane specifically stated that she believes the:

... entrance examination system of university is the reason for sexual harassment. In South Korea, going to 'SKY (Seoul National University, Korea University, and Yonsei University) is the most important and valuable achievement among high school students. It can apply to athletes; most South Korean athletes want to matriculate SKY or other popular universities. In addition, university or college entrance rate is really high compared to other countries. Owing to this culture, the corruption of university admission has existed, and elite-focused sport system was entrenched in South Korea....For instance, coaches or directors trained their athletes in order to achieve great athletic performance or outcomes. Moreover, athletes' performance, especially team sport athletes, depends on coaches or directors, because they have power to choose athletes who participate in competitions. This situation can explain the reason that quid pro quo sexual harassment exists. In addition, high school administrators want better results,

because they want their school to be popular. Thus, they build training camp in schools. These consequences create possibility of sexual harassment occurrence.

Emily agreed that the entrance system perpetuates sexual harassment: “Being an athlete in South Korea is.....that athletes do not need to study hard. We can enter universities without studying. I believe that this is incorrect. Even athletes matriculate to university, they do not study rather just work out. This can be reason for occurrence of sexual harassment, because people without a shred of common sense become swimming coaches...They should be educated.” Lastly, Kate mentioned that the “Entrance examination system of university makes athletes only think athletic outcomes. Hence, education of humanism, and building an upright character among athletes tends to be ignored. Thus, this culture may trigger sexual harassment incidences.”

The Absence of Sex-Education

Only one participant, Sera, reported that the absence of sex-education in families may have an impact on sexual harassment incidences, because athletes do not know what is considered sexual harassment: “Even though our gender culture has been opened since western culture penetrated, our culture still does not prefer talking about sexual things. This social taboo can arouse more sexual curiosity. Therefore, I believe, closed gender culture has impacts on sexual harassment incidences.”

Summary of Findings

Ten former elite South Korean female swimmers discussed their perceptions and experiences with sexual harassment in South Korean sport settings. The first two interview questions were intended to gather personal background including sport experience and demographic information. The second two interview questions concentrated on understanding of their experience with and perceptions of sexual harassment.

In the first research question, ten former elite South Korean female swimmers discussed the definition of sexual harassment in order to understand perceptions of sexual harassment, and several common themes were found. Most participants had less recognition of sexual harassment; they confused what is considered sexual discrimination, sexual harassment, and sexual abuse. Moreover, when they defined sexual harassment, there were two concordant themes: depending on victims' emotional responses and depending on body parts.

In the second research question, the researcher asked about the pervasiveness of sexual harassment via their personal experiences and sense of being devalued as a female swimmer. Six of ten participants felt devalued because they are female swimmers. Thematically, the pervasiveness can be attributed to Confucianism, as it is firmly entrenched in South Korea, and the subsequent degradation of the value of women. Additionally, subjects indicated that their coaches intended to treat female swimmers as tools for winning medals, yet male coaches belittled female swimmers' bodies. Seven of ten participants reported that they had experiences with sexual harassment during their athletic years. Sexual harassers were primarily male coaches, male peer or advanced

swimmers, as well as female coaches. All reflected hostile sexual harassment. Most participants believed that quid pro quo sexual harassment was not a sex crime, as athletes accept sexual offers and benefit from such offers.

Research question three illustrated the way that athletes deal with sexual harassment situations. Most participants reacted timidly because of the sense of shame and peculiarity. Two of seven participants actively and bravely expressed their feelings and opinions to their coaches; yet those who experienced sexual harassment did not explicitly note that it had affected their athletic performance.

The last research question was intended to determine participants' perceptions of ways in which the culture may have influenced sexual harassment occurrence. Three common themes were found: male dominance and strict relationships between younger and older persons; training camp culture; and the university entrance examination system.

CHAPTER FIVE: CONCLUSION

In this concluding chapter, the researcher presents the findings and implications of the study. This discussion is organized around four main areas aligned with the research questions. Moreover, the conclusion of the study, limitations, and directions for future research are provided.

Summary of the Purpose of this Study

The issue of sexual harassment in South Korean sport settings has increased over several decades. Studies have examined sexual harassment experiences among South Korean athletes utilizing quantitative design; however, few qualitative researchers have examined sexual harassment incidences. Moreover, cultural aspects are one of the most influential factors that may trigger sexual harassment. South Korea has ancient cultural values, specifically the Joseon Dynasty, which spanned more than 500 years. The Joseon Dynasty was founded on Confucianism, framing the most popular, powerful, and pervasive culture in South Korea. Confucianism continues to play an important role in South Koreans' lives. Therefore, the purpose of this study was to explore perceived

experiences with sexual harassment of elite South Korean female swimmers from a socio-cultural context.

In order to discuss the four research questions of the study, the researcher interviewed ten former elite South Korean female swimmers' regarding their perceived experiences with and impacts of sexual harassment. The research questions addressed the definition of sexual harassment; sexual harassment experiences; and reasons for sexual harassment based on socio-cultural perspectives. Interviews were designed to explore how former elite female swimmers defined sexual harassment; how they described sexual harassment experiences; how they dealt with sexual harassment; and what socio-cultural factors had impacts on the occurrence of sexual harassment.

This study was meant to contribute to a better understanding of sexual harassment experiences among former elite South Korean female swimmers, as well as to add to the sport sociology literature predicated on gender and culture. In addition, the results of this study may have strong implications for expanding and augmenting females' status in the sport domain as well as society so that gender inequality may decrease.

Research Question 1: Findings and Discussion

How Do Former Elite South Korean Female Swimmers Define Sexual Harassment?

Participants reported that there were three ways by which they developed their definitions of sexual harassment: sex-education from schools, mass media, and parents. Specifically, all participants reported that they heard about sexual harassment from sex-education classes in middle or high schools; however, they also reported that sex-

education classes at schools were ineffective, because they hardly remembered what they learned. Mass media is the second most frequent method by which to hear or learn about sexual harassment. Participants reported that they had heard reported sex crimes from mass media sources because such crimes have immensely increased over several decades; thus, in terms of prevention of sex crimes, mass media provide a sense of sex-education. Lastly, sex-education from parents was the least likely source for learning about sexual harassment. Moreover, discussion with subjects explored several common themes associated with the sexual harassment definition. In terms of recognition of sexual harassment definitions, most participants had difficulty in discerning the difference between sexual discrimination, sexual harassment, and sexual abuse. Emily is only participant who was aware of the difference between those terms.

The results indicate that South Korean gender culture has been expanded since the growth of Western culture. In contemporary society, sex-education is actively discussed in schools and mass media. School sex-education classes are the easiest way to approach students. However, sex-education in schools should be improved so as to more effectively alert individuals to the nature and significance of sexual harassment. While sex-education or coverage of sex crimes by mass media increases recognition of sexual harassment, most participants reported that more emphasis on sexual harassment is needed to protect females from sex crimes. Lastly, the results emphasize the necessity of family sex-education. Only two participants reported that they have been educated on sexual harassment by their parents and were made aware of sex crimes. However, eight of ten athletes did not report that their parents were involved in their sex-education. That

is, sex-education in families is not a common in South Korea due to the closed gender culture. Emily, based on her family involvement, clearly had a better understanding of sexual harassment, sexual discrimination, and sexual abuse, demonstrating the importance of sex-education by parents. Therefore, increasing recognition of sexual harassment and sex-education by parents is also needed to prevent sexual harassment incidences.

In regard to participants' perceived definition of sexual harassment, there were two themes identified: sexual harassment depending on parts of body and victims' emotional responses. Two participants argued that if someone touches their body parts including genitals, hips, and breasts, it is accepted as sexual harassment, while other parts such as hands, legs, or arms are not considered sexual harassment. Eight of ten participants reported that whether someone has the intention or not, if victims feel a sense of shame or displeasure, it can be sexual harassment. This difference shows the importance of understanding each person's definition of sexual harassment. Individuals have different experiences with hearing and learning about sexual harassment. Therefore, future research should focus on identification of factors impacting the development of individual definitions of sexual harassment.

There was an interesting result regarding the definitions of perceived and indoctrinated sexual harassment. Eight of ten participants provided similar definitions or echoed them when they answered questions about perceived and indoctrinated definitions of sexual harassment. Two of ten participants, Mina and Jina, reported that the sexual harassment definition that they heard (indoctrinated definition) was different from their

own definition (perceived definition). This result indicates not only that the indoctrinated definition of sexual harassment has a strong impact on when people define sexual harassment, but also that sex-education in schools, should be reformed in order to establish a proper understanding of sexual harassment. Such education may influence the prevention of sexual harassment so that school administrators should be aware of the importance of effective sex-education.

In sum, the results regarding sexual harassment definitions aligned with the review of literature, as previous research had pointed out the difficulty of defining sexual harassment due to diverse perspectives (Fasting, Chroni, & Knorre, 2014; Fejgin & Hanegby, 2001; Rodríguez & Gill, 2011; Volkwein, Schnell, Sherwood, & Livezey, 1997). This result demonstrates the importance of knowing one's definition of sexual harassment when conducting the research on sexual harassment definition.

Research Question 2: Findings and Discussion

Have former elite South Korean female swimmers experienced sexual harassment? If so, what types of sexual harassment have they experienced (hostile or quid pro quo sexual harassment)?

Six of ten participants reported that they have felt devalued as an athlete because they are women. There were two common themes with regard to participant experiences and the influencing factors: Confucianism and being a tool for winning medals. Even though there were some participants who did not feel devalued as a female athlete, they mentioned that, 'What is the point of a woman becoming as an athlete?' which is a

commonly used phrase in South Korean when people tend to degrade women's value. In addition, they specifically mentioned 'Confucianism' or 'Joseon Dynasty' during interviews. Two participants maintained that male coaches or directors tend to think that female athletes are just tools for winning medals; thus, male coaches do not accept femininity including different physical features between males and females (e.g., breasts, hips, and menstruation). Although Confucianism and Joseon Dynasty were very ancient ideologies, they are firmly entrenched in South Korean culture, and this pervasive culture appears to impact the devaluing of female athletes.

Seven of ten participants reported that they had hostile sexual harassment experiences during their athletic life. The sexual harassers were male coaches, male peers or senior athletes, and female coaches. However, sexual harassment by male junior swimmers was not reported. The most frequent location at which sexual harassment occurred was the training place: the swimming pool. No participants had experienced quid pro quo sexual harassment.

The results regarding sexual harassment experiences indicate that male dominance in South Korean swimming settings remains pervasive even among peers; hence, men who have authority can easily abuse that power on and with female athletes. Confucianism is a paramount element when athletes discuss the issue of sexual harassment, as many believe that the male dominant culture in South Korea is based on the fundamental beliefs of Confucianism. As such, the belief set of Confucianism should be considered in establishing guidelines on sexual harassment and understanding sexual harassment incidents in South Korean sport settings. Owing to the closed gender culture in

South Korea, same-sex sexual harassment is more closed than other types of sexual harassment and reinforces a social taboo. In this study, only two participants reported that they experienced sexual harassment by female coaches; this result infers the possibility that male swimmers may have experiences of sexual harassment by male coaches. Therefore, same-sex sexual harassment should be also discussed in South Korea sport settings to understand male athletes' sexual harassment experiences.

Furthermore, in the interview question of quid pro quo sexual harassment, half of the participants were not aware of quid pro quo sexual harassment and believe that quid pro quo sexual harassment is neither sexual harassment nor a sex crime. The belief is that athletes who receive sexual offers from coaches are aware and may accept them. Thus, in order to rightly associate quid pro quo sexual harassment with sexual harassment in South Korean sport settings, guidelines for defining and considering sexual harassment should be agreed upon and provided by the South Korean Olympic Committee. In addition, the issue of quid pro quo sexual harassment should be discussed in sex-education classes so that all have an understanding of this practice.

Another finding emerged in Research Question Two: the relationship between devalued experience and sexual harassment. Participants who experienced sexual harassment also have felt devalued as women athletes. Experts in sex-related crime should contemplate the relationship between devalued experiences and sexual harassment.

In regards to male dominance and devalued experiences as female swimmers, homologous and different results were found. According to Brownell (1995), non-Western countries concentrate on social structures as such Confucianism, which had

strong influences on determining one's position in the family as well as in society, rather than sex-linked symbols. Park, Lim, and Bretherton (2012) argued that East Asian societies have been impacted by forced obedience, which is taken from Confucianism. These results from the review of literature corresponded with the results of the study in that Confucianism is the most popular element of sexual harassment experiences. On the other hand, the pervasive male dominant culture in South Korean sports settings was not in accordance with Brownell's (1995) results that Chinese sport settings have not been dominated by males. The reason behind this difference is that South Korea and China are non-Western countries. But each country may have slight differences in gender culture.

Research Question 3: Findings and Discussion

How did former elite South Korean female swimmers react when sexually harassed (e.g., emotionally, behaviorally, and athletically)?

In regards to the notion of sexual harassment incidences among former elite South Korean female swimmers, there were two ways to express participants' feelings when they faced incidences of sexual harassment. More than one third of participants who had sexual harassment experiences reacted verbally yet timidly when they were sexually harassed. The reason for their timid reactions was that they did not recognize it at that time, and they did not know how to deal with such an embarrassing situation. Even if participants knew how to deal with it, they could not clearly express their opinions, because sexual harassers were mostly male coaches and male senior athletes who maintained higher positions than their victims. Moreover, some participants worried

about the relationship with sexual harassers, because they did not want to be a peculiar person among athletic groups. Still, two participants expressed their opinions clearly and bravely. Even though they were placed in an inferior position of their sexual harassers, they expressed their opinions, because they believed that they did not need to feel a sense of shame and embarrassment.

In Research Question Three, the results reveal the importance of effective sex-education. Most participants do not know how to cope with sexual harassment situations and what defines sexual harassment, even though they listen to sex-education lectures in school. Moreover, all participants who experienced sexual harassment but did not report the situation expressed the feeling that they no longer wanted to participate in sports. This result infers that sexual harassment situations lessen the effect on athletic performance due to the characteristics of individual sports. All swimmers received the same schedule at the same time, and performed individually. Swimmers can frequently check their pulse and records; in addition, the athletic level among participants was at the elite level, which means that they ranked higher than other athletes, and can maintain their psychological stability. Therefore, the results of reactions to sexual harassment can change in the case that researchers do not limit athletic levels of athletes, and include team sports.

Compared to previous research, several accordant results were found. First, Heo (2011) found that sexually harassed athletes tended to experience sexual harassment passively, because team directors and coaches have full authority for the participation in games. Park, Lim, and Bretherton (2014) argued that East Asian culture has strongly concentrated on the group rather than an individual. Furthermore, according to Yook

(2013), people who live in Confucianism-based countries believed that more silence is valuable to keep harmony. The results of this study regarding passive reaction to sexual harassment and fear of being a peculiar person among the groups support the previous literature.

Research Question 4: Findings and Discussion

What factors of the South Korean swimming setting may have influenced the occurrence of sexual harassment?

Discussion about cultural factors of South Korean swimming settings which have effects on the occurrence of sexual harassment revealed several interesting common themes. Male dominance and strict relationships between younger and older persons were viewed as the most common theme. Participants believed that the male dominant culture in South Korean sports settings and strict relationships between younger and older persons make sexual harassment more pervasive. Women continue to be seen as inferior to men in South Korean society; in addition, in the case that women are younger than men, it is too difficult to resist sexual harassment situations.

Former elite South Korean swimmers believed that the training camp culture greatly impacts the occurrence of sexual harassment. Being elite athletes in South Korea, individuals should accept the concept and function of training camp. South Korean swimming representatives should enter Jincheon Athletic Village in order to train and maintain representative status. Moreover, most schools have sport teams and provide training camps to win medals from competitions. However, interviews with the study

participants revealed that there was no protection from the occurrence of sexual harassment from teachers or coaches. Therefore, female athletes are threatened with sexual harassment. Even worse, sexual abuse may occur in this context.

Lastly, two participants pointed out the comprehensive factor. They argued that the university entrance examination system creates a sense of excessive competition, focus on elite sports, emphasis on the acquisition of medals rather than building an upright character, and the absence of rights for learning. Such drawbacks are complex and intercorrelated, so the likelihood of sexual harassment incidences has increased. As a result, two participants argued the need to reform the university entrance examination system.

This study affirmed the findings within previous South Korean and Puerto Rican research. Kim (2010) reported that Korean sports culture included training camp. Rodríguez and Gill (2011) pointed out the results that a typical Puerto Rican “macho culture” has had an effect on the occurrence of sexual harassment in Puerto Rican sport settings.

An interesting result that emerged in this study was the prevalence of three themes which triggered sexual harassment incidences in South Korean sport settings—including male dominance and strict relationships; the training camp; and the entrance examination system of the university. Specifically, several structural problems and cultural problems were found. The issues regarding a male dominant culture and strict relationships between younger and older persons stem from Confucianism which focuses on respect for elder people, teachers, and parents. Although the value of Confucianism is

deeply entrenched in South Korean lives, it should be improved in the modern context in order to avoid infringing on women's rights by providing campaigns through mass media and educational classes at schools. Second, the structural problem of South Korean sport settings is epitomized by the training camp. Such a system allows for the absence of education for building an upright character and of rights for learning. The South Korean government provides considerable funds to elite sports in order to win many medals in the Olympic Games. Every Olympic season, all mass media focuses on determining South Korean medal rankings. Thus, the South Korean Olympic Committee has built an Athletic Village for training camps by ignoring student athletes' rights for learning and positive character. The context within the South Korean sports setting impacts incidences of sexual harassment.

The Relation between Theoretical Framework and the Result of the Study

In order to successfully address qualitative research, the researcher should establish a theoretical framework for the study, as this plays a crucial role in providing a perspective to make sense of what the researcher should do in the qualitative design research and conduct of the study (Anfara & Mertz, 2014). The researcher used hegemonic masculinity for this study. Hegemonic masculinity is masculinity which is in relation to hegemonic position and gender relations (Robinson, 2005). In other words, hegemonic masculinity does not simply subordinate to form of masculinity, rather it is "expression of the privilege men collectively has over women" (Robinson, 2005, p. 22).

In the results of this study, male dominant culture was found, especially, male coaches and senior swimmers who have powerful authority were the main sexual harassers in South Korean sport settings. Moreover, when participants faced devalued experiences, they uttered a specific phrase, ‘What is the point of a woman becoming an athlete?’ This is a commonly used phrase in South Korea when people tend to degrade women’s value. This result indicated that sexual harassment experiences in South Korean sport settings may be explained by hegemonic masculinity.

Study Limitations and Directions for Future Research

Several limitations of the study should be noted. First, this study revealed not only perceived experiences of sexual harassment but also impacts of sexual harassment among former elite South Korean female swimmers. However, the frequency of sexual harassment experiences may not be generalized in other sports or levels of athletic performance such as youth swimmers and university-level swimmers. Owing to participants’ exclusive athletic level, they only experienced elite-level surroundings. That is, severe cases of sexual harassment incidences may exist in more diverse athletic levels. Therefore, future study is needed to expand this line of research to all athletic levels of swimmers to gain more comprehensive data of sexual harassment incidences.

Another limitation is that the participants are former elite South Korean swimmers, so they may not reflect the current sexual harassment context within South Korean sport settings. For instance, current swimmers may face a more open gender culture compared to the oldest swimmer, Jane. Thus, the results of the study may present

different contexts. Future studies may focus on current swimmers in order to establish current experiences with sexual harassment.

This study focused on each former swimmers' perceived definition and experiences with sexual harassment so that meaningful and narrative data could be collected through qualitative research design. However, the results of the study cannot be generalized to all South Korean sports settings. For example, swimming is an individual sport, and the characteristics of individual sports may have an impact on sexual harassment experiences. Because participants did not have quid pro quo sexual harassment experiences, they had heard about this type of sexual harassment from peer team sport athletes. Therefore, in order to understand more about all sport types in South Korean sport settings, future study is needed to extend to more diverse sport types.

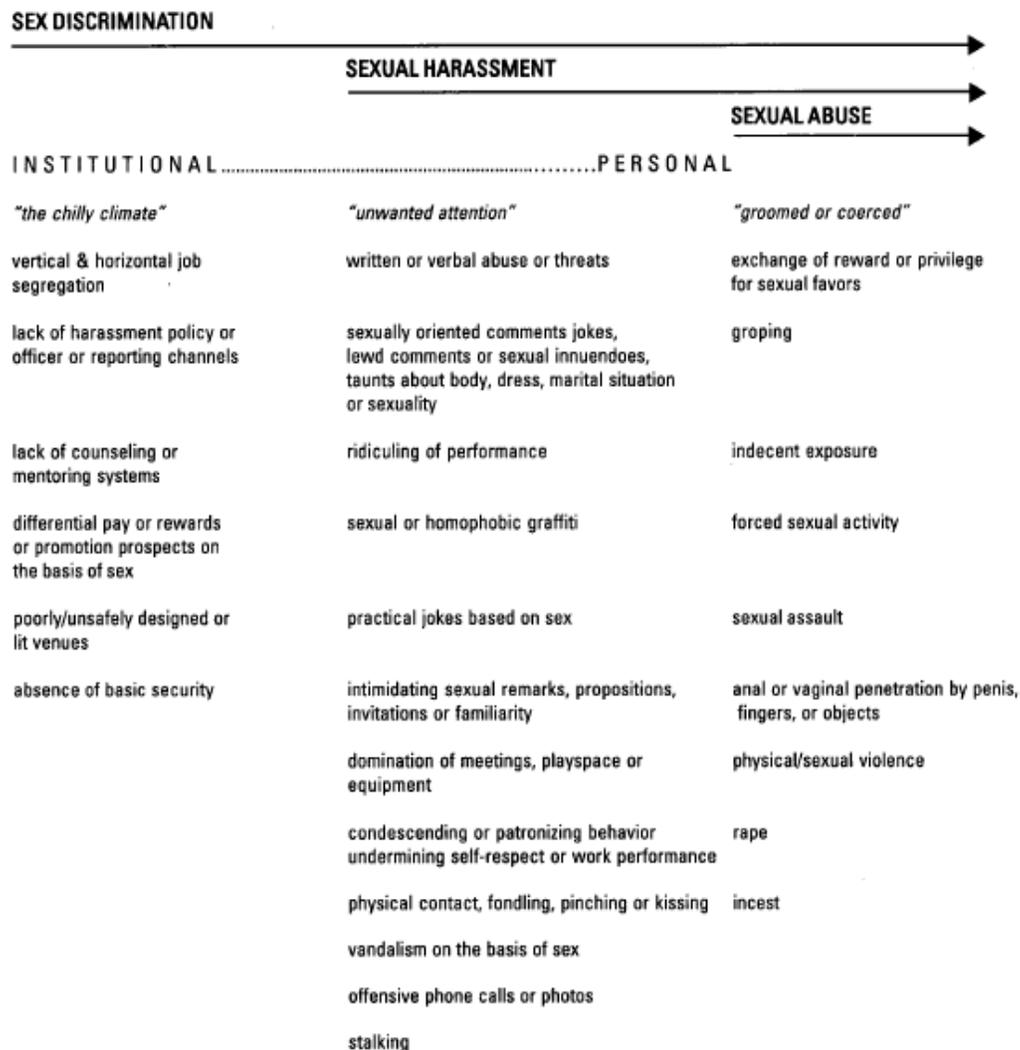
The results of the study showed that South Korean female swimmers had experienced sexual harassment from female swimming coaches; there is a possibility that male swimmers may have same sex sexual harassment experiences as well. Consequently, future research should examine male athletes' sexual harassment experiences.

Considering the limitations of the study, this analysis is an initial attempt to explore perceived experiences and impacts of sexual harassment among former elite South Korean female swimmers based on socio-cultural contexts. In particular, this study provides participants' narratives of sexual harassment experiences that enriches understanding of how individuals respond to and describe different sexual harassment experiences and provide sexual harassment definitions. In addition, several cultural and

structural factors of sexual harassment in South Korean sport settings were found. Future studies may utilize the results of the study in order to provide not only more effective sex-education for athletes as well as coaches, but also offer proper guidelines for the protection of victims of sexual harassment in South Korean sport settings. Finally, Confucianism is one of the most influential belief systems and central to practice in South Korean sport settings. It is therefore difficult to change the way of thinking, because Confucianism has been in place for more than five centuries. Regarding Confucianism, many regard group life as the most important value of living in South Korea. However, South Koreans should make an effort to respect not only groups, but also individuals in order to offset gender discrimination in society.

APPENDIX A

SEXUAL HARASSMENT CONTINUUM



Brackenridge, C. (1997). "He owned me basically...": Women's experience of sexual abuse in sport. *International Review for the Sociology of Sport*, 32(2), 115-130.

APPENDIX B

INTERVIEW GUIDE

Part 1: Demographic information

1. How old are you?
2. What is your marital status?
3. What is your highest educational level?
4. What is your current occupation? If so, are you employed full-time or part-time or not at all?

Part II: Sport experience

1. In what kind of sports did you first engage/participate??
2. What was your age when you started swimming?
3. When did you start swimming as an elite athlete?
4. What is your highest achievement as an athlete?
5. How many years have you participated in swimming as an elite athlete?
6. When did you retire from elite swimming?
7. Why did you retire from elite swimming?
8. What other sports did you participate? And what was the level of it?

Part III: Sexual harassment definition and sexual harassment questions

1. How familiar with the term of sexual harassment? Have you ever heard sexual harassment in your life? If so,
 - 1-1. When did you first hear sexual harassment?
 - 1-2. What was the situation? Can you precisely explain the situation?
 - 1-3. Do you remember the definition of sexual harassment?
2. How do you define sexual harassment in your way?
3. Based on your definition of sexual harassment, Are you familiar with any sexual harassment cases in South Korean swimming or other sport settings? If so,
 - 2-1. How frequently do you perceive that it occurs?
 - 2-2. Where is the place that sexual harassment frequently occurs?
 - 2-3. When is the most frequently sexual harassment occurs (rest period, training time, or others)?
 - 2-4. Who is the most suspected sexual harassment offender in sport settings?
 - 2-2. Can you explain the reason why sexual harassment frequently occurs?

Part IV: Sexual harassment experiences

1. Have you ever felt devalued or degraded as a female athlete in your elite athletic life? If so,

- 1-1. What were the comments or behaviors that made you feel uncomfortable?
- 1-2. How did you respond to this situation?
- 1-3. How did you feel in that moment? Did you anger, embarrassed, confident, flattered, or other feelings?
2. Have you experienced sexual harassment in South Korean sport settings? If so,
 - 2-1. What was the relationship of the offender to you?
 - 2-2. Where was the location when you experienced sexual harassment?
 - 2-3. In the moment, were you alone?
 - 2-4. Can you precisely describe the situation?
 - 2-5. How did you respond?
 - 2-6. How did you feel in that moment? Did you anger, embarrassed, confident, flattered, or other feelings?
 - 2-7. How did you deal with the sexual harassment situation?
 - 2-8. Did you tell the incidence to your parents?
 - 2-9. Has the sexual offender in your elite athletic life requested sexual favor including sexual interaction, physical touch in exchange for any academic, athletic, or economic privilege?
 - 2-10. How long did you experience sexual harassment? Was such sexual harassment continued in your elite athletic life?
3. How pervasive do you believe sexual harassment in South Korean sport settings to be?

4. What are aspects of incidences of sexual harassment?
 - 4-1. How pervasive are such aspects South Korean sport cultures in swimming?
 - 4-2. How does the South Korean sports culture affects incidences of sexual harassment?
5. Can you provide any recommendations to institutionally address the issue of sexual harassment in South Korean sport settings?
6. Can you provide any recommendations to culturally address the issue of sexual harassment in South Korean sport settings?

APPENDIX C

RESEARCH SUBJECT INFORMATION AND CONSENT FORM (KOREAN)

한국 엘리트 여자 수영선수들의 성추행에 대한 인지된 경험과 영향

피험자 동의서

연구 절차

이 논문은 전직 한국 여자 엘리트 수영선수들의 한국 수영계의 성추행에 대한 인지된 경험 또는 영향에 대한 사회문화적 환경 연구입니다. 만약 당신이 참여를 희망한다면, 서사적 측면의 한국수영계의 성추행 경험에 대한 질문을 받게 될 것이고 서술하게 될 것 입니다. 대면 인터뷰는 한국 엘리트 여자 수영선수들과 진행될 것이고, 인터뷰 시간은 1 시간 이내로 진행될 예정입니다. 연구자가 한국어 번역버전의 인터뷰 질문지를 제공할 것입니다. 인터뷰는 한국어로 진행될 것이고, 음성녹음이 진행될 예정입니다. 인터뷰 녹음본은 번역가에 의해서 영어로 번역될 것 입니다. 인터뷰 음성본은 피험자의 비밀유지를 보장하기 위해서 기록 된 이후에 삭제될 것 입니다.

위험요소

이 논문에 참여하는 것에 대한 예측가능한 위험요소는 없습니다. 하지만 몇몇의 사람들은 성추행에 대한 경험을 떠올 리는 것에 대한 어려움을 호소 할 수 있습니다. 피험자들은 대답하고 싶지 않는 질문들을 생략할 수 있습니다.

혜택

피험자에게 주어지는 혜택은 한정되어 있지만, 엘리트 한국 여자 수영선수들의 성추행에 대한 이해를 진전시키고, 미래 운동선수들을 위한 긍정적인 경험을 보장할 수 있는 체계에 간접적으로 영향을 끼칠 수 있습니다.

비밀유지

이 논문에 대한 기록은 비밀로 지켜질 것 입니다. 인터뷰 오디오 파일은 인터뷰 내용을 글로 옮김과 즉시 삭제될 것 입니다. 기록 관리 관례에 맞추어, 글로 옮겨진 인터뷰 내용은 연구가 끝난 후 5년간 보관되며, 그 이후에 삭제될 것입니다. 어떠한 실제 본명을 쓰도록 요청하거나 기록되지 않을 것입니다. 논문의 분석과 기록에 쓰여질 피험자의 가명을 제공함으로써 피험자의 본명이 피험자의 인터뷰 내용과 절대 연결되지 않을 것 입니다.

참여

피험자의 참여는 자발적이며, 피험자는 언제든지 어떤 이유로든 참여를 철회할 수 있습니다. 만약 피험자가 논문 인터뷰에 참여하지 않거나 참여를 철회한다 하더라도 어떠한 불이익도 없습니다. 이 논문은 피험자에게 참여에 대한 비용을 요구하지 않으며 이에 대한 보상 또한 없습니다.

연락

이 논문은 George Mason University 대학의 School of Recreation, Health, and Tourism 의 대학원생 정애현에 의해 연구가 진행되고 있습니다. 연구자와 논문에 관련된 질문 또는 문제들을 이야기 하고 싶다면, 한국에서 연락할 수 있는 방법은 연구자의 핸드폰 (+82 10-7134-1095) 또는 연구자의 논문지도교수인 Dr. Pierre Rodgers 의 핸드폰으로 (001-1-703-993-8317) 연락주시면 됩니다. 만약 피험자로서 권리와 관련하여 질문이나 의견이 있을 경우 George Mason University Institutional Review Board (001-1-703-993-4121)로 문의할 수 있습니다. 당신의 이 연구에 대한 참여는 George Mason University 의 절차에 의해 검토되고 있습니다.

동의

나는 이 동의서를 읽었으며, 연구 직원들이 연구와 관련된 나의 질문들에 대답을 해주었으며, 나는 이 연구에 참여하는 것에 동의 합니다. 전에도 언급하였듯이, 연구자는 엘리트 한국 여자 수영선수의 서술과 관련하여 데이터 분석의 서면기록을 만들기 위해 인터뷰의 음성녹음을 실시할 것입니다. 인터뷰 음성본은 피험자의 비밀유지를 보장하기 위해서 서면으로 기록 된 이후에 삭제될 것

입니다. 오직 연구자와 연구자의 논문 자문위원교수들만 인터뷰 음성본이 삭제되기 전 5년동안 접근할 권리가 있습니다.

_____ 나는 음성 녹음에 동의합니다.

_____ 나는 음성 녹음에 동의하지 않습니다.

이름

서명한 날짜

가명 (인터뷰 신원확인)

논문 인터뷰 모집

안녕하세요, 저는 George Mason University 대학의 School of Recreation, Health, and Tourism 의 대학원생, 정애현 입니다. 현재 저는 전직 한국 여자 엘리트 수영선수들이 한국 수영계에서 발생한 성추행에 대한 인지된 경험 또는 영향에 대해서 연구 중입니다. 논문 인터뷰를 위해서 전직 엘리트 여자 수영선수를 모집 중 입니다. 저는 당신의 수영 경력이 제 논문 인터뷰 대상자에 포함되어서 당신을 피험자로 초대하려 합니다.

만약 당신이 참여를 동의한다면, 서사적 측면의 한국수영계의 성추행 경험에 대한 질문을 받게 될 것이고 서술하게 될 것 입니다. 대면 인터뷰가 진행될 것이고, 합의된 장소에서 인터뷰가 이루어 질 것입니다. 인터뷰 시간은 1시간 이내로 진행될 예정입니다. 연구자가 한국번역버전의 인터뷰 질문지를 제공할 것입니다. 인터뷰는 한국어로 진행될 것이고, 음성녹음이 진행될 예정입니다.

만약 논문 인터뷰 참여에 대해 질문이 있거나, 논문 인터뷰에 참여하고 싶다면,
010-7134-1095 또는 ajung8@masonlive.gmu.edu로 문의 주시길 바랍니다.

APPENDIX D

RESEARCH SUBJECT INFORMATION AND CONSENT FORM

THE PERCEIVED EXPERIENCES WITH SEXUAL HARASSMENT OF MONG FEMALE ELITE SOUTH KOREAN FEMALE SWIMMERS

INFORMED CONSENT FORM RESEARCH PROCEDURES

This research is being conducted to explore perceived experiences with and impacts of sexual harassment among elite South Korean female swimmers from a socio-cultural context. If you agree to participate, you will be asked to describe narrative aspects related to sexual harassment experiences within South Korean sport settings. Face-to-face interviews with a sampling of elite female South Korean swimmers are being conducted. The interviews are anticipated to last no more than one hour and will be conducted in South Korea. The researcher will provide you with a Korean version of interview questions. During the interview process, the researcher will speak Korean and the interview will be audio recorded. The recorded interview contents will be translated from Korean to English by a translator. Interview audio files will be destroyed after typing transcripts to insure confidentiality of the participants.

RISKS

There are no foreseeable risks for participating in this research; however, some individuals may find reflection on sexual harassment experiences to be difficult. Participants may skip any questions that they do not want to answer.

BENEFITS

The benefits to you as a participant are limited, other than to further the understanding of sexual harassment among elite South Korean female swimmers, and indirectly impact systems that will insure a more positive experience for future athletes.

CONFIDENTIALITY

The data in this study will be confidential. Audio files of the interviews will be destroyed immediately upon transcription. Further, the typed transcripts will be stored for 5 years after the study ends and then destroyed, aligned with current records management practices. No actual names will be solicited or recorded. Please provide a pseudonym that will be used in analyses and reporting, so that your actual name will never be tied to your responses.

PARTICIPATION

Your participation is voluntary, and you may withdraw from the study at any time and for any reason. If you decide not to participate or if you withdraw from the study, there is no penalty. There are no costs to you and no compensation for participation.

CONTACT

This research is being conducted by Ae Hyun Jung in the School of Recreation, Health and Tourism at George Mason University. She may be reached in South Korea at +82 10-7134-1095; or in care of her advisor, Dr. Pierre Rodgers, at 001-1-703-993-8317 for questions or to report a research-related problem. You may contact the George Mason University Institutional Review Board office at 001-1-703-993-4121 if you have questions or comments regarding your rights as a participant in the research.

This research has been reviewed according to George Mason University procedures governing your participation in this research.

CONSENT

I have read this form, all of my questions have been answered by the research staff, and I agree to participate in this study. As stated previously, the researcher will conduct audio taping of the interviews in order to create written transcripts for data analysis regarding the narratives of elite female South Korean swimmers. Interview audio files will be destroyed after typing transcripts to insure confidentiality of the participants. Only the researcher and faculty advisor will have access to the taped material before being destroyed approximately five years after the interviews.

_____ I agree to audio taping.
_____ I do not agree to audio taping.

Name

Date of Signature

Pseudonym (for interview identification)

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