

ABSTRAK

**Adam Febrianda Lubis Perlindungan Dan Pencegahan Kekerasan
NIM. 190510109 Seksual Di RSUD Bina Kasih Medan**

((Dr. Yusrizal, S.H., M.H. & Dr. Yusrizal, S.H., M.H.))

Penelitian ini dilatarbelakangi oleh kasus kekerasan seksual di RSUD Bina Kasih Medan tahun 2022, di mana pekerja berinisial ES menjadi korban pelecehan fisik oleh rekannya di lingkungan kerja. Meskipun Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan dan Undang-Undang Nomor 12 Tahun 2022 tentang Tindak Pidana Kekerasan Seksual telah mengatur perlindungan pekerja, implementasinya di tingkat institusi masih timpang. Penelitian ini bertujuan untuk: (1) mengetahui bentuk perlindungan hukum terhadap kekerasan seksual di RSUD Bina Kasih Medan; dan (2) menganalisis kendala serta upaya pencegahan kekerasan seksual yang dilakukan rumah sakit tersebut.

Metode penelitian yang digunakan adalah yuridis empiris dengan pendekatan kualitatif. Lokasi penelitian di RSUD Bina Kasih Medan. Teknik pengumpulan data melalui observasi, wawancara mendalam, dan studi dokumen. Analisis data dilakukan secara deskriptif kualitatif dengan triangulasi sumber dan teknik.

Hasil penelitian menunjukkan: Pertama, bentuk perlindungan hukum yang diberikan RSUD Bina Kasih Medan tidak memenuhi Pasal 86 ayat (1) UU Ketenagakerjaan. Manajemen mengklaim telah memberikan pendampingan hukum, namun korban menyatakan tidak menerima perlindungan, pendampingan, maupun pemulihan trauma dari pihak rumah sakit. Korban baru mendapat bantuan setelah melapor ke Dinas Ketenagakerjaan Kota Medan. Kedua, upaya pencegahan telah dilakukan melalui sosialisasi, patroli rutin, CCTV, dan apel rutin. Kendala hanya terjadi di awal penerapan patroli dan telah diatasi. Namun, tidak ada indikator terstandar seperti kebijakan zero tolerance, sistem pelaporan anonim, atau survei iklim kerja.

Penelitian ini merekomendasikan perlunya integrasi perlindungan korban dalam indikator kinerja manajemen, pembentukan tim respons cepat, serta kerja sama dengan lembaga pendamping hukum dan psikologis.

Kata Kunci: Kekerasan Seksual, Perlindungan Hukum, Upaya Pencegahan.

SUMMARY

**Adam Febrianda Lubis "Protection and Prevention of Sexual
NIM. 190510109 Violence at RSU Bina Kasih Medan"**

(Dr. Yusrizal, S.H., M.H. & Dr. Yusrizal, S.H., M.H.)

This research is motivated by a case of sexual violence at RSU Bina Kasih Medan in 2022, in which an employee with the initials ES became a victim of physical harassment by a colleague in the workplace. Although Law Number 13 of 2003 concerning Manpower and Law Number 12 of 2022 concerning Crimes of Sexual Violence have regulated worker protection, their implementation at the institutional level remains uneven. This study aims to: (1) identify the forms of legal protection against sexual violence at RSU Bina Kasih Medan; and (2) analyze the obstacles and preventive efforts undertaken by the hospital regarding sexual violence.

The research method used is empirical juridical with a qualitative approach. The research location is at RSU Bina Kasih Medan. Data collection techniques include observation, in-depth interviews, and document studies. Data analysis was conducted using descriptive qualitative methods with source and technique triangulation.

The results of the study show: First, the forms of legal protection provided by RSU Bina Kasih Medan do not fulfill Article 86 paragraph (1) of the Manpower Law. Management claimed to have provided legal assistance, but the victim stated that she did not receive protection, accompaniment, or trauma recovery from the hospital. The victim only received assistance after reporting to the Medan City Manpower Office. Second, preventive efforts have been carried out through socialization, routine patrols, CCTV, and regular briefings. Obstacles only occurred at the initial stage of patrol implementation and have since been resolved. However, there are no standardized indicators such as a zero-tolerance policy, anonymous reporting systems, or work climate surveys.

This study recommends the need for the integration of victim protection into management performance indicators, the establishment of a rapid response team, and collaboration with legal and psychological support institutions.

Keywords: Sexual Violence, Legal Protection, Preventive Efforts.