

PREVENTION & ERADICATION OF SEXUAL HARASSMENT AT THE WORKPLACE

The Code of Practice on the Prevention and Eradication of Sexual Harassment in the Workplace was introduced on 1 March 1999. The aim of this Code was to provide guidelines to employers on the establishment of in-house mechanisms at the organizational level to prevent and eradicate sexual harassment in the workplace. Since it was only a Code, it did not have enforcement powers. Cases of sexual harassment at the workplace continue as the victims tend to blame themselves despite knowing that they are innocent. While victims live with their wounds, the perpetrators go around like nothing has happened. The amendment to the Employment Act 1955, with effect from 1 April 2012 and the introduction of a whole new chapter on the unpleasant misconduct provides enforcement powers and relief to victims of sexual harassment. Further amendments were incorporated with the amendments introduced in 2022 and effective from 1st January 2023.



Organized by



March 7, 2025
| Kuching

REGISTER NOW!
< Scan QR code >



MEET OUR TRAINER
NUR AMIRAH

TARGET AUDIENCE

All Categories of employees (Director/ Manager/ Executive/ Non-Executive/ Unionist) as Sexual Harassment does not go by sex, age, gender, or position.

LEARNING MODULES

MODULE 1 INTRODUCTION

- What is your understanding of the word SEXUAL HARASSMENT?
- Parties Involved in Sexual Harassment Situations
- Events that Trigger Sexual Harassment @ The Workplace
- [Activity 1 : Group Discussion & Presentation]

MODULE 2 DEFINITION OF SEXUAL HARASSMENT

- Section 2, Employment Act 1955 (EA 1955)
- Contractual Obligation of Employer
- [Activity 2 : VIDEO]

MODULE 3 TYPES OF SEXUAL HARASSMENT

- Quid Pro- Quo Sexual Harassment
Definition
Examples
- Hostile Work Environment
Definition
Examples

MODULE 4 FORMS OF SEXUAL HARASSMENT

- Verbal Harassment
- Non-Verbal / Gestural Harassment
- Visual Harassment
- Psychological Harassment
- Physical Harassment
- Forms of Behaviour that Denote Sexual Harassment
- [Activity 3 : VIDEO]

MODULE 5 IMPACT OF SEXUAL HARASSMENT TO EMPLOYER & EMPLOYEE

- Six (6) Effects of Sexual Harassment
- Why Victims Fail to Report Cases of Sexual Harassment?

MODULE 6 EMPLOYERS RESPONSIBILITIES

- Part XVA Employment Act 1955 (Section 81 A to 81G)
- Handling Sexual Harassment Complaints at the Workplace
- Investigation, Charges, Show Cause Letter and Domestic Inquiry
- Penalties for Sexual Harassment
- [Activity 4 : Case Study]

MODULE 7 COMBATING SEXUAL HARASSMENT

- 6 Steps to Adopted by Employers

MODULE 8 INDUSTRIAL COURT AWARDS

- Sharing of Court Awards

COURSE OBJECTIVES

- Understand the provisions of the law on misconduct of sexual harassment.
- Learn what constitutes sexual harassment
- Understand when a sexually based conduct is sexual harassment
- Learn the difference between the various types of sexual harassment
- Learn how to combat sexual harassment in the workplace
- Understand the grievance procedure for acts of alleged sexual harassment

Get to Know the Trainer!

Ms. Amirah brings over 34 years of experience in Malaysia's public and private sectors, including 22 years in auditing and tax at the Auditor General Malaysia's Office and Inland Revenue Board. She specializes in helping employers navigate Malaysian Labour Laws to prevent employee-related disputes. Her practical approach focuses on building fair employer-employee relationships. Passionate about fostering a positive work environment, she works with both employers and employees to achieve harmony. Committed to delivering impactful training, she ensures participants leave feeling knowledgeable and ready to handle workplace challenges with confidence.

INVESTMENT FEE (Per Participant)

EARLY BIRD RATE	NORMAL RATE	CLOSING DATE OF REGISTRATION
PER PAX PER COURSE	PER PAX PER COURSE	EBR: One month before commencement of the course NR: One week before commencement of the course
RM 990	RM 1190	
Applicable for registrations received and paid one month before commencement of the course	Applicable for registrations received and paid after the EBR Closing Date	

*The fee is not yet inclusive of 8% SST

Closing Date: February 28, 2025



The Organiser reserves the right to make any amendments that are deemed necessary in the best interest of the workshop.

Please register me/us for the workshop on

PREVENTION & ERADICATION OF SEXUAL HARASSMENT AT THE WORKPLACE

March 7, 2025 | Kuching

Do you intend to utilize HRDCorp Levy for this program? **Yes / No**

Upon submission of this form, I have read and accepted the terms & conditions of this registration

Participant 1

Name :
 Position :
 Contact :
 Email :

Participant 2

Name :
 Position :
 Contact :
 Email :

Participant 3

Name :
 Position :
 Contact :
 Email :

Company :

Address :

Tel : Fax :

Nominating Person

Name :
 Position :

Approving Person

Name :
 Position :

Invoice Attention to :

Email :

TERMS & CONDITIONS:

- Fees are inclusive** of programme materials, refreshments, luncheons and certificate.
- Outstations participants** are advised to **call MRS before making any air-travels and hotel payments**. MRS shall not be liable for any loss or damage, costs or additional charges that may arise from the failure to confirm with us before making such arrangements.
- Payment, Confirmation & Admission**
An invoice shall be issued upon receipt of your registration form. Payment is required by the early bird rate closing date or other dates stated on the invoice, whichever is applicable. Full payment is expected prior to the commencement of the course. We reserve the right to refuse admission for registration that remains unpaid. A Letter of Undertaking may be acceptable with prior notice and consent.
- Substitution/Replacement of Participants**
Substitutions are allowed at no extra charge provided MRS is notified in writing at least 5 working days prior to the course wherein any substitution proposed thereafter, MRS may reserve its right to disallow such proposal, and any substitution which may be accorded thereafter (if any), MRS reserves its right to add an additional charge thereto.
- Cancellation of Participants**

For Paid Registrations	For Unpaid Registrations
<ul style="list-style-type: none"> 30 days before course: Full refund or transferable 14 days before course: Refund minus 15% admin fee or transferable Less than 14 days before course: No refund but transferable No show: No refund and not transferable 	<ul style="list-style-type: none"> 30 days before course: No applicable admin fee 14 days before course: 15% admin fee chargeable Less than 14 days before course: Full fees chargeable and transferable No show: Full fees chargeable and not transferable

***Transferable** - to a similar or different course with the necessary top up fee should the course transferred to, is of a higher value

6. Postponement

While all care shall be taken to carry on the course as scheduled, there may be circumstances that may deem it necessary for MRS to postpone or merge with another similar course. In such instance, participants hereby indemnify and holds MRS harmless from any cost incurred. Payment received will not be refunded but can be credited to MRS's other courses.

7. Permanent Cancellation

In the event of a permanent cancellation by MRS of a course and provided the event is not postponed to a later date or merged with another course, a full refund shall be made for paid registrations and no applicable admin fee for unpaid registrations. Participants hereby indemnify and holds MRS harmless from any cost incurred.

8. Participants have read and consent to MRS processing the **registration data** in accordance with the Personal Data Protection Notice posted on www.trainingprovider.org. As such, they have discharged their responsibility of ensuring the information provided herein is the most up-to-date information as possible.

MRS MANAGEMENT SDN BHD (275222-P)

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