

LS Human Capital Sdn Bhd (1171487-T)





A Half Day Session (ONLINE)

September 04th, 2025 - 9.00am to 1.00pm (Microsoft Teams)

COURSE CONTENT

Overview

On July 11th, 2025, Malaysia's Penal Code was amended to include workplace harassment and bullying as a crime. The relevant addition to our Penal Code is reproduced below:

Causing harassment, distress, fear or alarm to a person likely to feel harassed, distressed, fear or alarmed

507C. (1)Whoever, in any manner or by any means, uses or makes any threatening, abusive or insulting words or communication, or engages in any threatening, abusive or insulting act, and such words, communication or act are heard, seen or otherwise perceived by a person who is likely to feel harassed, distressed, fear or alarmed by such words, communication or act, shall be punished with imprisonment for a term which may extend to one year or with fine or with both.

(2) It shall be a defence to a charge against a person under this section if it is proved that he had no reasonable grounds to believe that the words or communication used or made by him, or his act, would be heard, seen or otherwise perceived by a person who was likely to feel harassed, distressed, fear or alarmed by such words, communication or act.

This new development has resulted in companies and managers needing to ensure their work practices and policies are in line with this new legal development. This seminar will primarily help you identify:

- What you can do personally as a manager to protect yourself against allegations of workplace harassment/bullying, and
- 2) What steps an organisation can take as well as what policies it needs to review/update,

in view of this legal development. The final aspect of this seminar will also address the topic of sexual harassment and the latest developments surrounding the law on this evolving topic.

AGENDA

9.00am to 10.30am

The New Legal Developments on Workplace Harassment

- Understanding the amendments to our Penal Code surrounding harassment and what they mean for managers and organisations
- Understanding the legal definition of 'workplace harassment/bullying'
- The link between workplace harassment and our mental health
- How to manage social media related messaging and claims of cyber bullying considering the amendments to our Penal Code.

10.45am to 1.00pm

Practical Steps to Prevent Workplace Harassment

- Pre-emptive steps managers and organisations can take to prevent allegations of workplace harassment
- How to manage situations where employee's audio record discussions with their superiors without his/her knowledge
- How to investigate a complaint of workplace harassment (what 'to do' and what 'not to do')
- Dealing with issues related to discrimination and accusations of unfair treatment/victimisation in preventing claims of constructive dismissal.

Preventing/Managing Sexual Harassment at the Workplace

- The new definition of sexual harassment under the Anti-Sexual Harassment Act
- Understanding the impact and risks of Malaysia's new Anti-Sexual Harassment Act for managers and organisations
- Practical steps your organisation can take to prevent sexual harassment allegations,
- Managing incidents of sexual harassment where:
 - a) The incident occurred outside the workplace and after work hours, and/or
 - b) there is no corroborative evidence to support the complaint.

NOTE: Case studies, sample policy documents and court awards will be used as supporting tools throughout the session in ensuring the goals of this session are met.

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TRAINER'S PROFILE



Shawn Sher is the founder and chief executive officer of LS Human Capital, an Employee Relations consulting and training firm that operates in the Asia Pacific region. He is the author of several publications such as "Important Industrial Court Decisions for Business Leaders", "The Complete Employee Handbook", "HR Concerns When Buying and Selling a Company in Malaysia" and "How to Comply with the Personal Data Protection Act".

Shawn is a regular sought after speaker and has been invited to train and consult across the United States, United Kingdom, Europe and South Africa on a variety of topics concerning leadership, international industrial relations and HR management. He is also consulted by the Malaysian government where he formed part of the panel involved in changes being contemplated to Malaysia's labour laws.

In addition, Shawn also serves as advisor to a number of multinationals and GLC's in Malaysia on their employment law compliance and people development issues. His weekly updates on contemporary IR and leadership is widely followed across Malaysia, where more than 800 companies today subscribe to this service.

Shawn has a Masters in Laws qualification (specialising in Employment Law) from the University of Leicester, United Kingdom. In addition, he also possesses a specialisation certification in 'Positive Psychology' from the University of Pennsylvania, United States where he completed his certification in 5 areas of Positive Psychology including:

- 1) Positive Psychology: Martin E.P. Seligman's Visionary Science with Dr. Martin E.P. Seligman,
- 2) Positive Psychology: Applications and Interventions with Dr. James Pawelski
- 3) Positive Psychology: Character, Grit and Research Methods with Dr. Angela Duckworth & Dr. Claire Robertson-Kraft
- 4) Positive Psychology: Resilience Skills with Dr. Karen Reivich, and
- 5) Positive Psychology Specialization Project with Dr. Martin E.P. Seligman

Shawn believes that 'managing people the right way' requires a combination of practical understanding of the law with the effective use of positive psychology in driving a committed and high performing work environment. He has also completed the certifications on the 'Occupational Mental Health First Aider' program from the Putnam Institute, UK.

REGISTRATION FORM AND CONFIRMATION

Course Title : "How to Prevent/Manage Workplace Harassment" (Including the latest

amendments to Malaysia's Penal Code)

Date : September 04th, 2025

Held Via : Online (via Microsoft Teams)

Cost : RM 649/= per participant

RM 599/= per participant (for registration before August 25th, 2025)

RM 549/= per participant for 2 or more participants

(please note an additional 8% SST shall apply to the rates above & it is 100% HRDC Claimable)

I, hereby confirm sending (......) participant(s) to the above-mentioned public training programme.

Participant Name :

Position :

Company Name :

Address :

Telephone No

Fax No :

Contact Person :

Participant Email :

Date :

Signature & Stamp :

(For more than one (1) participant, please provide names on separate registration form(s))

FOR MORE INFORMATION

Call us at 03-4266 9191 for any inquiries you may have during our official business hours from 8.30am to 5.30pm (Mondays to Fridays). Alternatively, you can send us an email to suha@lshumancapital.com / rowena@lshumancapital.com.