



COMPLIANCE WITH THE PENAL CODE AMENDMENT 2025

HRD Corp Claimable Courses

Duration: 1 day

Time: 9.00am to 5.00pm

INTRODUCTION

With workplace harassment, bullying, and cyberbullying now expressly criminalised under the **Penal Code (Amendment) Act 2025**, organisations in Malaysia face heightened legal and reputational risks if they fail to act promptly and appropriately. This new legal framework complements existing employment and anti-harassment legislation, placing greater emphasis on employer responsibility, safe workplace culture, and robust reporting mechanisms.

This one-day training program is designed to equip employers, HR practitioners, managers, and employees with the **legal understanding, compliance strategies, and practical skills** needed to meet their obligations under the new amendments. Participants will gain a clear grasp of how the Penal Code interacts with the **Employment Act 1955** and the **Anti-Sexual Harassment Act 2022**, as well as how to handle workplace complaints effectively while minimising organisational liability.

The course blends **legal theory with real-world application**, using recent case studies, role plays, and policy drafting exercises to ensure that participants leave with actionable steps they can immediately implement in their workplaces. By integrating legal requirements with workplace governance best practices, the program aims to foster a safer, more respectful, and legally compliant organisational culture.

LEARNING OBJECTIVES

1. To provide participants with a thorough understanding of the **Penal Code (Amendment) Act 2025** and its workplace implications.
2. To clarify the differences and intersections between the Penal Code, the Employment Act 1955, and the Anti-Sexual Harassment Act 2022.
3. To equip participants with the skills to handle complaints and investigations in compliance with Malaysian law.
4. To guide employers and HR teams in drafting and implementing effective anti-harassment policies and reporting mechanisms.

LEARNING OUTCOMES

By the end of this training, participants will be able to:

- ✓ **Identify and define** harassment, bullying, sexual harassment, and cyberbullying as stipulated in Malaysian law.
- ✓ **Understand** employer obligations and employee rights under the Penal Code Amendments, Anti-Sexual Harassment Act 2022, and Employment Act 1955.
- ✓ **Apply** complaint-handling procedures that align with legal requirements.
- ✓ **Draft or review** internal anti-harassment policies to ensure legal compliance.
- ✓ **Implement** effective investigation processes and maintain proper documentation to mitigate liability.
- ✓ **Promote** a workplace culture of respect, safety, and accountability







WHO SHOULD ATTEND?

Heads of Department, Personnel / Training Managers, Branch Managers, Administrations Managers / Officers / HR Personnel

METHODOLOGY

This course utilizes an interactive lecture approach with an emphasis on discussions which include participants sharing details of their workplace experiences. This stimulating program will maximize the understanding and learning through Lecture, Interactive Discussions, Case studies on all relevant areas Quiz and Role play to ensure participants grasp clearly issues presented.

Pre-test will be given before the class started whereas post-test will be given upon completion of course.

-  **Real-Time Presentation**
-  **Interactive Lectures**
-  **Sharing/Discussion**
-  **Real-Live Examples**
-  **Quiz**
-  **Q&A sessions**

PROGRAM OUTLINE

9:00 AM – 9:30 AM – Registration, Introduction & Ice Breaker

- Overview of training goals and expectations.
 - Brief pre-test to assess baseline understanding.
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Module 1: Understanding Workplace Harassment (9:30 AM – 10:30 AM)

- Definitions of harassment, bullying, and sexual harassment.
 - Different forms: verbal, physical, visual, and online.
 - Contextualising through real workplace examples.
 - Discussion on impact on individuals and organisational culture.
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Module 2: Employment Act 1955 & Employer Obligations (10:30 AM – 11:30 AM)

- Key provisions: Sections 81A – 81G.
- Legal complaint mechanisms and employer responsibilities.
- Practical implications for HR, managers, and employees.
- Real-life compliance challenges and best practices.

Break: 11:30 AM – 11:45 AM

Module 3: Anti-Sexual Harassment Act 2022 (11:45 AM – 12:45 PM)

- Broad definition and scope of sexual harassment.
- Tribunal processes, procedures, and remedies.
- Employer's duty to investigate and prevent recurrence.
- Case examples of Tribunal awards and employer liability.

Lunch: 12:45 PM – 1:45 PM

Module 4: Penal Code (Amendment) Act 2025 (1:45 PM – 3:15 PM)

- Overview of existing provisions (Sections 323, 324, 504, 506, 509).
- New offences and their workplace implications:
 - Section 507B – General Harassment
 - Section 507C – Harassment likely to be perceived
 - Section 507D – Causing fear of harm/self-harm
 - Section 507E & 507F – Doxxing and publishing information to harass/threaten

- Practical scenarios: verbal threats, repeated harassment, cyberbullying, and doxxing.
- Handling online misconduct by employees.

Break: 3:15 PM – 3:30 PM

Module 5: Best Practices for Employers & Employees (3:30 PM – 4:30 PM)

- Developing and updating anti-harassment policies.
 - Setting up safe and accessible reporting channels.
 - Investigation protocols and proper documentation.
 - Consistent and fair enforcement of disciplinary measures.
 - Using templates to create internal guidelines.
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4:30 PM – 5:00 PM – Q&A and Case Discussions

- Group discussion on real-life workplace cases.
- Problem-solving challenges in investigations.
- Final clarifications and post-test to measure learning.

Closing & Evaluation (5:00 PM)

TRAINER'S PROFILE

Song Xiu Hui (Camen)

- Bachelor Degree of Hotel Management
- Member of MIHRM
- HRD Corporation Certified Trainer
- IHA Certified Hypnotherapist
- Facilitator
- Human Resources Specialist

Song Xiu Hui also known as Camen is a trainer who very passionate in Personal Development, Leadership and Human Resources Management. She conducted several workshops to the SMEs Human Resources Personnel especially in Employment Act.

Through her experience as Human Resources & Training Manager in SME and multinational companies, she had assisted them in leading their team in achieving Corporate Social Responsibility Score and hit the companies' goals. Not only that, she has also assisted companies' Human Resources Team and SMEs owners to set up the Human Resources Department and consult them in view to avoid from any penalty from Ministry of Human Resources and Industrial Relation cases.

Her passion for the development and transformation of the human potential has led her to involve herself in the area of personal growth and transformation. Her personal learning experience with Experiential Learning has led her to further involve herself in this particular field of learning, which has brought her to more than 9 years of experience in coaching & facilitating team building, leadership & personal development. She facilitates indoor and outdoor training modules designed and customised to an organisation's specific needs. She is also experienced in creating, organising and leading of Treasure Hunts and Races amongst other outdoor company events and trainings.

She is a Licensed and an exempted member of the HRD Corp (Human Resource Development Corporation) certification. Her passion in learning and development has led her to continue upgrading her facilitation, training, coaching and design capabilities with new tools such as Design Thinking, Motivation via Numerology to further enhance and enrich the programs and trainings she creates for her clients and their organisation.

PARTICIPATION REGISTRATION & FEE

To register and to obtain the latest participation fees either for Public Training or In-House Training Series, please email to marketing department at mytrain2@mytrainingmalaysia.com

Registration via online can be done thru our website at www.eliteedge.com.my

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