

The one course
HR must attend!



Programme ID: 10001577711

HOW TO COMPLY WITH THE **PENAL CODE** AMENDMENT, 2025

Bullying at the workplace is now a **CRIME!**



18 September '25



9 am - 5 pm



RM999 early bird price by 31 August
RM1,200 normal price



Webinar

EFFECTIVE 11 JULY 2025



Workplace harassment is no longer a personal issue. It has become a serious legal and organisational concern. Whether it is harassment, sexual harassment, bullying, or the misuse of online platforms to intimidate or shame colleagues, these actions have real consequences for individuals and employers.



This training is designed to help all employers and employees understand what constitutes harassment, how to identify it, and how to respond to it.



With the recent legal developments in Malaysia, including the Anti-Sexual Harassment Act 2022 and new offences under the Penal Code (Amendment) Act 2025, employers have greater responsibility and employees have clearer rights. This training ensures all parties are aware of their roles, responsibilities, and the protection accorded under the law.

Symphony Digest

MyCoID: 870359P

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doshu.com.my



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Course Outline

MODULE 1:

INTRODUCTION: WHAT AMOUNTS TO WORKPLACE HARASSMENT?

1. General definition: Unwelcome conduct – verbal, physical, visual or online—that demeans, threatens or offends a person at work.
2. Forms of harassment:
 - Sexual harassment
 - Bullying or intimidation
 - Stalking or threatening behaviour (including online)
 - Publication of personal data to shame or incite violence
 - Age harassment
 - Leave harassment
 - Race, Colour, Ethnicity harassment
 - Religious harassment
 - Abuse of power

MODULE 2:

EMPLOYMENT ACT 1955

1. Key sections: Sections 81A to 81G of the Employment Act 1955
 - Defines sexual harassment.
 - Requires employers to investigate complaints, take appropriate disciplinary action, prevent future recurrence
 - Failure to act = offence under the Act
2. Complaint mechanism under the Act:
 - Internal complaint made within the organisation
 - Complaint to the Director General of Labour

MODULE 3:

ANTI-SEXUAL HARASSMENT ACT 2022

1. Defines sexual harassment broadly: include any unwanted conduct of a sexual nature that causes the victim to feel offended, humiliated, or threatened.
2. Specialised Tribunal
 - Victims can file a complaint without needing legal representation
 - Tribunal has wide powers – order a written apology from the perpetrator; award monetary compensation up to RM250,000; issue prohibitory or corrective orders.
 - Decisions by the Tribunal are binding and enforceable as a court order.

MODULE 4:

PENAL CODE

1. Existing provisions related to harassment and causing hurt under the Penal Code:
 - Section 323 & 324 – Voluntarily causing hurt
 - Section 506 – Criminal Intimidation
 - Section 504 – Intentional insult
 - Section 509 – Words or gesture intending to insult someone's modesty
2. **Penal Code (Amendment) Act 2025** introduces criminal penalties for harassment and bullying, including cyberbullying.
3. New offences introduced under Amendment Act:
 - Section 507B – General Harassment, Distress, Fear or Alarm
 - Section 507C – Harassment Likely to Be Perceived
 - Section 507D – Causing Fear of Harm / Provoking Self-Harm
 - Section 507E – Publishing Identity Information to Harass
 - Section 507F – Publishing Info to Threaten or Facilitate Harm
4. Application in the Workplace:
 - Verbal abuse or threats at work
 - Repeated distressing communication (e.g. emails, WhatsApp messages)
 - Cyberbullying among colleagues
 - Doxxing or public shaming

MODULE 5:

BEST PRACTICES FOR EMPLOYERS AND EMPLOYEES

1. Develop anti-harassment policy
2. Establish channels for reporting
3. Conduct regular training and awareness programmes
4. Ensure safe reporting and response process
5. Document and record keeping of complaints
6. Enforce disciplinary measures consistently and fairly

Q&A SESSION WITH PARTICIPANTS

**Template
provided FREE!**



Trainer's Profile

The Trainer is a partner of a law firm and he heads the Corporate Commercial practice group. He also leads the Employment and Banking and Finance practices. He comes with a wealth of experience having worked in the corporate sector since 1997 prior to entering active legal practice. Prior to being admitted as an Advocate and Solicitor, he was attached to the legal documentation unit of the corporate banking arm of one of the leading banking groups in Malaysia. The Trainer started his legal career in 1999 with a large Kuala Lumpur based law firm. Over the years, he has acted for a wide range of clients from various industries and has extensive experience in employment law, corporate banking, project financing, corporate and commercial matters, joint ventures, mergers & acquisitions, capital markets, trust and estate planning, and private mutual funds.

The Trainer is an active member of the Bar Council and currently sits on the Arbitration & Alternative Dispute Resolution Committee and the Professional Standards and Development Committee of the Bar Council. He also serves as the Honorary Secretary of the Kuala Lumpur Bar Committee. He is also a certified panel Mediator of the Malaysian Mediation Centre of the Bar Council.

The Trainer was called to the Malaysian Bar in 1999. He is an accredited HRD Corp trainer and holds a LL. B (Hons) Degree from the University of London, a Certificate in Legal Practice (C.L.P.) from the Legal Profession Qualifying Board of Malaysia and a Masters of Law (LL.M) from the University of Malaya.

PARTICIPANT DETAILS

Name:

Position:

Department:

Contact Number:

Email:

Name:

Position:

Department:

Contact Number:

Email:

ADMIN DETAILS

Name:

Position:

Department:

Company:

Contact Number:

Email:

Address:

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Notes:

- Cancellations made less than 14 days before the training date or non-attendance on the day of training are non-refundable. Substitution is allowed.
- Once registration is confirmed, the client is fully liable for the course fee, regardless of whether payment is made directly or through the HRDC grant, and even if participants do not attend the training.
- Clients who opt for direct payment must ensure full payment is made before the training date.
- HRDC grant applications must be submitted and approved before the training day. The maximum claimable amount is RM1,750 per participant per day. Any shortfall between the approved grant and the course fee must be topped up by the client.
- Should the number of confirmed participants be too low to ensure a meaningful learning experience, Symphony reserves the right to postpone or cancel the training.

Heavier penalties await bullies as amended laws come into force



NATION

Friday, 11 Jul 2025

8:30 PM MYT

KUALA LUMPURA: Amendments to the Penal Code and the Criminal Procedure Code aimed at addressing physical and cyber bullying have come into force.

According to the Prime Minister's Department legal affairs division, the Penal Code



Vinosha G. • 2nd
HR Practitioner
5d •

Workplace Harassment Is Now a Crime effective 11 July 2025.
Under the Penal Code (Amendment) Act 2025, it's now a crime to
Harass, cyberbully and public shaming
Share personal information
Cause emotional harm or provoke self harm

This is no longer just HR policy. It's the law.



Nur Hidayah Merican • 2nd
Technical Recruiter | SME Quality Assurance / Engineer | Empl...
2d •

"Relax lah, don't take it to heart."
"You're just being emotional."
"They're just teasing you. Nothing serious!"

Starting 11 July 2025, these remarks are no longer acceptable.

Malaysia has officially criminalized workplace harassment and b
Penal Code (Amendment) Act 2025, a critical move toward safer
work environments for all.

As someone in HR, I welcome this change. No one should be m
anxious, or unsafe in the workplace; not by a colleague, not by
anyone.

Let's start normalizing:

- ✓ Respect in communication
- ✓ Safe and inclusive workplaces
- ✓ Professional boundaries
- ✓ Real accountability, regardless of seniority

To leaders: **Culture begins with you.**

To employees: You have the **right to feel safe and respected**

This goes beyond company policy. **It's the law.**

Criminal offences now include:

- ⊗ Harassment and public shaming
- ⊗ Cyberbullying and sharing personal info
- ⊗ Causing emotional harm or distress



Sivanesan Nadarajah • 2nd
Managing Partner at Siva Nada & Associates
18h •

The game has changed for bullies in Malaysia.

New amendments to the Penal Code are now in force, meaning acts like
cyberbullying and 'doxing' (the sharing of private information without cons
now carry serious legal consequences, including potential jail time.

<https://lnkd.in/gkc8spf8>

This is a massive win for personal safety and a clear message that psycholo
harassment will not be tolerated.

It's a crucial update for employers, parents, and frankly, everyone active in



Tan Ashley • 2nd
Assistant Manager Recruitment
3d • Edited •

Workplace harassment is now officially a criminal offence in Malaysia.

Have you ever been bullied at work and then... nothing?
No consequences.
No apology.
No action just silence.

That silence ends now.

As of 11 July 2025, harassment, bullying, and doxing can be treated as crimin
offences under the Penal Code (Amendment) Act 2025 (Act A1750).

What does that cover?

- Repeated verbal attacks
- Public humiliation or cyberbullying
- Sharing someone's personal info without consent (doxing)
- Causing emotional distress — even leading to self-harm

All of these can now carry serious consequences — including **fines or jail time**

This isn't about being "too sensitive."

It's about safety, dignity, and respect at work.