

# Understanding & Preventing Sexual Harassment at The Workplace

**Date :** 12 June 2025  
**Venue :** Ibis PJCC Petaling  
Jaya Hotel, Selangor  
**Time :** 9.00 am - 5.00 pm

## OVERVIEW

The Human Resources Department plays a vital role in preventing and eradicating sexual harassment at the workplace. This one-day programme is designed to familiarise participants on understanding what tantamount to sexual harassment at the workplace. This programme will also assist employers understanding their key roles and responsibilities of the employer in handling sexual harassment at the workplace if it occurs and ways to prevent it. This course will include a presentation on the definition, categories and forms of sexual harassment etc. With a proper understanding of this sensitive issue, employers may be able to provide a safe system of work for all and promote advancement and harmonise the organisation.

## WHO SHOULD ATTEND

All those involved in handling personnel and industrial relations functions.

## COURSE CONTENT

- Definition of Sexual Harassment.
- The categories of Sexual Harassment.
- The Forms of Sexual Harassment
  - Verbal harassment
  - Non-verbal /gesture harassment
  - Visual harassment
  - Psychological harassment
  - Physical harassment
- Consequences of Sexual Harassment to the Employer and Employee.
- The Employers responsibilities: -
  - Handling Sexual Harassment
  - Part XVA Employment Act 1955 (S.81A-S81H)
- Relevant Legal System for Addressing Sexual Harassment.
- Dismissal/Constructive Dismissal – Sexual Harassment
- Procedures in Managing Sexual Harassment at the workplace.
- Latest Case Law Study on Sexual Harassment.



### TRAINER'S PROFILE

**MUHAMMAD ZULFADLEE THYE BIN ABDULLAH,**  
MEF Consultant – Industrial Relations

Mr. Muhammad Zulfadlee Thye Bin Abdullah, widely known as Zul Thye, is an Industrial Relations (IR) Consultant currently with the Malaysian Employers Federation (MEF), based in the Melaka Branch. With over 24 years of dedicated experience in union movements and industrial relations across Malaysia, Mr. Zul Thye brings a wealth of knowledge and practical expertise to his role, focusing on employer-employee relations, labour law compliance, and dispute resolution.

In Malaysian Employers Federation (MEF) - Melaka Branch, Mr. Zul Thye provides advisory services, represents employers in IR cases, and leads training programs to improve workplace harmony and compliance with national labour laws.

In his previous role at the Social Protection Contributors Advisory Association Malaysia (SPCAAM) as the Communications and IR Coordinator, he managed key communication initiatives and coordinated industrial relations activities, fostering improved social protection for all the employees and business communities.

Whereas at the Malaysian Trades Union Congress (MTUC) Mr. Zul Thye as the Industrial Relations Officer, played a pivotal role in advocating for workers' rights, managing cases at the Department of Labour, Department of Industrial Relations, and Labour Court. His contributions included mediation, case preparation, and representation, significantly impacting worker protections in Malaysia.

In the Leadership and Advocacy in Union Movements, Mr Zul Thye was a President of a multinational electronics company's union for 11 years, steering critical initiatives and union strategies. Member of the Industrial Relations Bureau at MTUC, contributing to the development of fair labour practices and policies.

For the International Collaboration and Representation, Mr Zul Thye had served as Project Coordinator for MTUC's bilateral projects with the International Labour Organization (ILO) Bangkok, Asia-Pacific, and the Solidarity Center USA, facilitating the exchange of labour practices and standards. Represented Malaysia in numerous national and international forums, conferences, and seminars, where he shared his expertise on union activities, labour rights, and the evolving employment landscape.

Mr. Zul Thye is an HRDC-certified trainer, actively engaged in conducting training courses, seminars, and conventions on the National Labour Act and industrial relations, aimed at enhancing the professional capacity of participants in labour laws and dispute resolution. His career is marked by his steadfast commitment to fostering effective industrial relations, promoting fair labour practices, and contributing to both national and international labour dialogues. His depth of experience in Malaysia's labour movement and advocacy for worker rights continues to make a significant impact on the workforce landscape.

## REGISTRATION

### COURSE FEE

- MEF Members : **RM1,400.00 (inclusive of 8% SST)**
- Non-Members : **RM1,600.00 (inclusive of 8% SST)**

### PAYMENT

- HRD Corp Claimable Course scheme
- Payable to:
  - Malaysian Employers Federation
  - Account No: **105280002422 – Affin Islamic Bank Berhad**
  - A copy of the transfer slip and invoice number should be emailed to [yeokhoon@mef.org.my](mailto:yeokhoon@mef.org.my) ; [natasya@mef.org.my](mailto:natasya@mef.org.my) ; [financesubs@mef.org.my](mailto:financesubs@mef.org.my)

*\*Any cancellation of attendance must be communicated via email to [wanifildatul@mef.org.my](mailto:wanifildatul@mef.org.my) at least 3 days prior to the event of MEF reserves the right to charge the full fees for "NO SHOW".*



### ANY INQUIRIES/CONTACT US

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