

Understanding & Preventing Sexual Harassment at the Workplace

9 April 2026, Online via Microsoft Teams

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

8.30 am	Registration
9.00 am	<ul style="list-style-type: none">• Definition of Sexual Harassment• The categories of Sexual Harassment• The Forms of Sexual Harassment<ul style="list-style-type: none">◦ Verbal harassment◦ Non-verbal /gesture harassment◦ Visual harassment◦ Psychological harassment◦ Physical harassment
10.30 am	Morning Break
10.45 am	<ul style="list-style-type: none">• Consequences of Sexual Harassment to the Employer and Employee• The Employers responsibilities: -<ul style="list-style-type: none">◦ Handling Sexual Harassment◦ Part XVA Employment Act 1955 (S.81A-S81H)
1.00 pm	Lunch Break
2.00 pm	<ul style="list-style-type: none">• Relevant Legal System for Addressing Sexual Harassment.• Dismissal/Constructive Dismissal – Sexual Harassment
3.45 pm	Afternoon Break
4.00 pm	<ul style="list-style-type: none">• Procedures in Managing Sexual Harassment at the workplace• Latest Case Law Study on Sexual Harassment
5.00 pm	End of the Session

Understanding & Preventing Sexual Harassment at the Workplace

9 April 2026, Online via Microsoft Teams

REGISTRATION



EN MUHAMMAD
ZULFADLEE THYE BIN
ABDULLAH

MEF Consultant - Legal
& Industrial Relations



En 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.

COURSE FEE

- MEF Members : RM700.00 (inclusive of 8% SST)
- Non-Members : RM900.00 (inclusive of 8% SST)

PAYMENT

- HRD Corp Claimable Course scheme; or
- Payable to: Malaysian Employers Federation ; Account No: 105280002422 – Affin Islamic Bank Berhad

Any matters related to invoices may be emailed to yeokhoon@mef.org.my.

A copy of the transfer slip and invoice number should be emailed to accounts@mef.org.my.

Any cancellation of attendance must be communicated via email to nur.anis@mef.org.my at least 7 working days prior to the event of MEF reserves the right to charge the full fees for “NO SHOW”.