



NAVIGATING 2024 WORKPLACE LAWS: BULLYING, HARASSMENT & PRIVACY UPDATES

30th OCTOBER 2025 MEF ACADEMY, PJ

The Malaysian Penal Code (Act 574) has undergone significant 2024 amendments to address workplace challenges such as bullying, harassment, doxxing, privacy violations, and online intimidation. While these legal terms may seem complex, they directly affect daily interactions at work. This one-day practical training is designed for office staff with no legal background.

The participants will gain a clear understanding of what behaviours can cross into criminal offences, how to recognize risks, and what steps to take if they encounter such situations at work. This course equips employees to stay compliant, safeguard workplace harmony, and protect both themselves and their organizations from potential legal pitfalls.

RM 1,200.00*

Inclusive of SST per participant
HRDF Claimable
Payable to MEF Academy Sdn. Bhd.

Who Should Attend

- Office staff, executives, and administrators
- HR practitioners
- Supervisors and team leaders
- Compliance, risk management, and internal audit staff
- Employees in people-facing roles

Learning Outcomes

- Understand the foundations of Malaysia's Penal Code (Act 574) and its purpose in workplace regulation
- Identify and respond to bullying, harassment, and intimidation under the new 2024 amendments
- Recognize doxxing and privacy breaches, and understand how the law protects personal identity information
- Differentiate between harmless office behaviour and criminal offences
- Understand offences of defamation, false accusations, and mischief in the workplace context
- Apply general defences and exceptions in interpreting workplace situations
- Gain confidence in practical decision-making: knowing when to escalate, report, or resolve issues safely.

Scan to Register

<https://forms.office.com/r/ZGqtt7cBaS>



For more information, please contact:



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Course Structure

Registration	8.30 – 9.00	Welcome & Overview
Module 1 Basics of the Penal Code – Foundations	9.00 – 10.00	<ul style="list-style-type: none"> • Definitions • Structure • Criminal Intention • Exceptions
Tea Break (10.00 – 10.15)		
Module 2 Bullying & Harassment – The New Law	10.15 – 11.15	<ul style="list-style-type: none"> • Harassment • Distress • Workplace Bullying • New Offences
Module 3 Privacy & Doxxing at Work	11.15 – 12.00	<ul style="list-style-type: none"> • Publishing Identity Info • Psychological Harm • Recent Cases
Lunch Break (12.00 – 13.00)		
Module 4 Insult, Intimidation & Modesty Protection	13.00 – 14.00	<ul style="list-style-type: none"> • Insults • Anonymous Threats • Old Rules • Gestures
Module 5 Defamation, False Accusations, Mischief	14.00 – 15.00	<ul style="list-style-type: none"> • Defamation • False Charges • Mischief • Case Law
Tea Break (15.00 – 15.15)		
Module 6 Interactive Scenario Workshop and Q&A	15.15 – 17.00	<ul style="list-style-type: none"> • Group Activity • Case Application • Feedback

Trainers Profile



Daniel Chong Tiam Kwai is an Advocate & Solicitor of the High Court of Malaya, Certified HRD Corp Trainer, and founder of Lexis Compliance Trainers. He provides HRD Corp-certified legal training on Employment Law, PDPA, Section 17A MACC Act, ISO 37001, and Corporate Governance. He currently serves as Legal Adviser to AWAM, offering legal support and public education on women's rights and gender-based issues. With nearly a decade of experience teaching University of London Law subjects, Daniel blends legal theory with real-world application. He actively provides pro bono legal aid through grassroots initiatives and has contributed to national policy work. Academically, he holds an LLM in Public International Law and a Master's in Education (TESL) and is pursuing postgraduate studies in Political Science. His work centers on legal literacy, justice, and community empowerment.

