

# SEXUAL HARASSMENT

## How to prevent, eliminate and protect yourself from risks.

Maintaining a Respectful Workplace is an important aspect of an organisation's ESG responsibilities. Sexual Harassment has an immediate and extremely harmful impact on ESG. Organisations are now exposed to risks if their people are exposed to sexual harassment, whether internally or by external parties in the course of work. Failure to take step to adequately address a sexual harassment complaint can give rise to penalties. The obligation to provide a safe and conducive workplace extends to a psychosocially safe workplace.

The session will address the various laws that address sexual harassment and the penalties that may be imposed. It will also assist the attendees to understand the legal definition of sexual harassment, to identify the various types of sexual harassment, to appreciate what amounts to workplace sexual harassment and the various steps that ought to be taken to prevent as well as eliminate unacceptable behaviour and the steps that ought to be taken when sexual harassment occurs, including to protect the complainant, maintain confidentiality, and prevent retaliation.

### Programme Outline

- **What is sexual harassment (as legally defined)?**
- **Types of sexual harassment**
- **Understanding the nuances – perception vs intent and power imbalance.**
- **Potential for abuse**
- **Understanding where to draw the line - in relation to specific scenarios**
- **Creating and preserving the right culture – setting the tone, walking the talk and providing remedial measures.**
- **Reactive action in relation to an incident**
- **The Business Case for it:**
  - Employment Act 1955
  - Occupational Safety and Health Act 1994
  - Case law
  - Risk mitigation including from exposure to damages and reputational impact Content

### Who Should Attend:

- Chief Human Resources Officers
- Human Resource Managers
- Team Leaders
- C-Suite Executives
- Heads of ESG
- Legal Professionals

### Trainer's Profile



**Selvamalar Alagaratnam**  
Partner, Skrine

**Selvamalar** is head of Skrine's Employment practice.

She provides integrated support to a wide range of clients in various industries on all employment/human resource related matters including compliance with all laws applicable to employment relationships; managing the exit of employees whether by way of collective reduction in force exercises or individual terminations for misconduct or poor performance; protection of confidential and proprietary information; investigations and disciplinary actions; trade unions, both recognition and collective bargaining; dispute resolution at all levels and business immigration.

In recent years, due to the synergy between labour rights and human rights, she has naturally pivoted her practice to focus on Human Rights in Business; and now is sought after by corporations to assist them in managing and navigating the social criteria in ESG requirements or guidance in Business and Human Rights. Basic employment rights include the right to work without harassment. Accordingly, she has been involved in raising awareness through trainings for many organisations, has written a chapter on sexual harassment in a textbook titled "Law and Practice of Employment Law in Malaysia and presently sits on the Malaysian Anti-Sexual Harassment Tribunal.

She is also a facilitator for the Leading for Impact (LIP) programme conducted by the Institute of Corporate Directors Malaysia (ICDM).

- Governor, Malaysian Institute of Corporate Governance (MICG)
- Vice President, Malaysian Society for Labour and Social Security Laws (local chapter of International Society for Labour and Social Security Laws)
- International Vice Chair, Outreach to International Lawyers Committee for American Bar Association Section of Labor and Employment
- Past Chair, International Bar Association's Employment & Industrial Relations Law Committee



**28 FEB 2025 | FRIDAY**

**9.00 AM - 1.00 PM**

**EASTIN HOTEL KUALA LUMPUR**

**Member RM650**

**Non-Member RM780**

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