



## **SEXUAL HARASSMENT POLICY**

We shall strive for a harassment-free environment and avoid behaviour that may create an atmosphere of hostility and intimidation of any kind at the workplace.

No one should be subjected to any form of sexual harassment while carrying out their duties.

According to the Code of Practice on Prevention and Eradication of Sexual Harassment in the Workplace, issued by the Ministry of Human Resources Malaysia (1999), *sexual harassment* is any unwanted conduct of a sexual nature having the effect of verbal, non-verbal, visual, psychological or physical harassment (i) that might, on reasonable grounds, be perceived by the recipient as placing a condition of a sexual nature on her/his employment or (ii) that might, on reasonable grounds, be perceived by the recipient as an offence, humiliation, or a threat to her/his well-being, but has no direct link to her/his employment.

Everyone should be aware that all forms of sexual harassment may constitute misconduct and may incur disciplinary action up to and including dismissal.

**3 AUGUST 2009**