



POLICY ON PREVENTION OF SEXUAL HARASSMENT

PROLINTAS IS FULLY COMMITTED TO FOSTERING A SAFE AND HEALTHY WORKPLACE ENVIRONMENT, FREE FROM ANY FORM OF SEXUAL HARASSMENT.

The following are contrary to this policy and therefore prohibited:

- Any employee engaging in conduct deemed to be sexual harassment or encouraging such conduct by others; and
- Any form of retaliation directed against an employee or third party who either complains about sexual harassment or who participates in any investigation concerning sexual harassment, as a result of the complaint.

PROLINTAS has **zero tolerance for any form of sexual harassment** in the workplace. Each employee of PROLINTAS shall refrain from committing sexual harassment in the workplace and has the duty to report any incidents of sexual harassment to the management. Any PROLINTAS employee who is found to have committed sexual harassment shall be subject to disciplinary action which may include dismissal.

If you think you may be a victim of sexual harassment in the workplace, PROLINTAS encourages you to report it immediately to your supervisor or alternatively, you may lodge a complaint to the Anti Sexual Harassment Committee via email at ashcomm@prolintas.com.my

PROLINTAS guarantees that all complaints and incidents of sexual harassment will be treated with respect and investigated in the strictest confidence.

Dato' Mohammad Azlan Abdullah
Group Chief Executive Officer

Sexual Harassment Prevention

Paul C. Gibson, Marjorie A. Johnson



Sexual Harassment Prevention:

Sexual Harassment Prevention Training Manual for Managers and Supervisors Paul C. Gibson, Marjorie A. Johnson, 1998-01-01 **Sexual Harassment Prevention Training Manual for Managers and Supervisors** Wilkenson, 2008 Previously published as Sexual harassment prevention training manual for managers and supervisors how to prevent and resolve sexual harassment complaints in the workplace Paul C Gibson Marjorie A Johnson Chicago CCH Inc c2005 **International Workplace Sexual Harassment Laws and Developments for the Multinational Employer** Ellen Pinkos Cobb, 2019-12-06 As the MeToo movement has become an increasingly global and significant workplace matter a timely resource compiling must know international workplace sexual harassment laws for the multinational employer is clearly needed This book provides a comprehensive compilation of global sexual harassment laws clearly necessary in this climate but not currently existing until now It presents legislation addressing workplace sexual harassment in over 50 countries in the European Region Asia Pacific Americas and the Middle East and Africa Within each region the laws of individual countries are set forth as well as some cultural context and recent developments to indicate present and future trends in workplace sexual harassment regulation Written in clear plain English for anyone without a legal background to understand this book is essential reading and a key resource for employment and business attorneys global employers managers human resources professionals and occupational health and safety professionals Academics practitioners union members employees NGOs and those in the human rights field will also benefit from this timely resource **Engaging Boys and Men in Sexual Assault Prevention** Lindsay M. Orchowski, Alan Berkowitz, 2022-03-18 Engaging Boys and Men in Sexual Assault Prevention Theory Research and Practice explores sexual assault prevention programs for boys and men Following an ecosystemic perspective the book examines individual risk and protective factors discusses initiatives to prevent sexual aggression i e bystander intervention programs given their use among men covers programs that specifically seek to engage boys and men in sexual assault prevention presents key risk and protective factors for sexual aggression i e healthy masculinity rape myth acceptance and describes the need and rationale for sexual assault prevention efforts Addresses current challenges and controversies in the field of sexual assault prevention Explores existing individual level workshops and media based interventions that address men s violence against women Reviews the association between traditional masculine norms and sexual violence perpetration Discusses international sexual assault prevention programs that engage boys and men Highlight how aspects of hypermasculinity strongly correlate with sexual aggression Provides an overview of research that examines risk factors for sexual aggression Synthesizes the conceptualization of rape myths current assessments of rape myths and examines how rape myths function as a risk factor for perpetration **Military Personnel: DoD's and the Coast Guard's Sexual Assault Prevention and Response Programs Face Implementation of Oversight Challenges** , **Sexual Harassment Prevention Program** Saskatchewan Women's Secretariat. Sexual

Harassment Prevention Program,1996* Striving for Excellence ,2000 **Prevention of Sexual Harassment at the Workplace** Martha Farrell Foundation,2019-10-04 The definitive guide to everything you wanted to know about sexual harassment at the workplace Prevent sexual harassment Make your organization a safe workplace Be compliant with the law The Sexual Harassment of Women at Workplace Prevention Prohibition and Redressal Act 2013 is the primary legal mechanism to ensure that women are protected against sexual harassment at the workplace Yet how aware are all of us men and women employees and employers of these rights What actions do organizations need to take to adhere to the law What are the consequences for organizations that don't make the compliance cut And how can employers go beyond mere compliance to create a workplace that is safe for all employees The ultimate step by step manual for the prevention prohibition and redressal of sexual harassment at the workplace this book contains A visual A Z manual summarizing definitions types of sexual harassment and timelines for filing and investigating complaints Easy to understand explanations of what constitutes a workplace an employer how hostile work environments get created and the obligations of employees team leads and heads of organizations Detailed key processes from creating organizational policies to constituting anti sexual harassment committees and handling complaints Case studies illustrating roles and responsibilities of committee members for effective unbiased redressal Sample letters reporting formats outlines and draft policies to aid reporting for internal and external compliance This comprehensive handbook is an indispensable resource for all employees organizations and Internal Committee members Evaluating the Effectiveness of Interventions to Prevent and Address Sexual Harassment National Academies of Sciences, Engineering, and Medicine,Policy and Global Affairs,Committee on Women in Science, Engineering, and Medicine,Committee on Developing Evaluation Metrics for Sexual Harassment Prevention Efforts,2021 Rising awareness of and increased attention to sexual harassment has resulted in momentum to implement sexual harassment prevention efforts in higher education institutions Work on preventing sexual harassment is an area that has recently garnered a lot of attention especially around education and programs that go beyond the standard anti sexual harassment trainings often used to comply with legal requirements On April 20 21 2021 the National Academies of Sciences Engineering and Medicine hosted the workshop Developing Evaluation Metrics for Sexual Harassment Prevention Efforts The workshop explored approaches and strategies for evaluating and measuring the effectiveness of sexual harassment interventions being implemented at higher education institutions and research and training sites in order to assist institutions in transforming promising ideas into evidence based best practices Workshop participants also addressed methods metrics and measures that could be used to evaluate sexual harassment prevention efforts that lead to change in the organizational climate and culture and or a change in behavior among community members This publication summarizes the presentations and discussion of the workshop *Sexual Harassment* Lynne Eisaguirre,1993-06-30 Offers a balanced overview of the laws legislation and events surrounding the issues *The Manager's Pocket Guide to Preventing Sexual Harassment* Terry Fitzwater,1998 Learn how to

protect your employees as well as your company from sexual harassment The Manager's Pocket Guide to Preventing Sexual Harassment approaches the issue globally from creating policy statements on sexual harassment and conducting employee audits to determine vulnerabilities and appropriate cures to the five A's of understanding to handling and dealing with stereotypes and biases The pocket guide also covers the investigation process and how to properly document incidents it also includes exercises to instill ownership and facilitate understanding among employees to generate commitment to harassment prevention

Sexual Harassment in the Workplace S. Beville May, 1992 **Sexual Harassment and Teens** Susan Strauss, Pamela Espeland, 1992 A supervised way to help teens learn the facts discover their feelings and examine their attitudes and behaviors towards members of the opposite sex

Sexual Harassment on Campus Bernice Resnick Sandler, 1997 Together with the other expert contributors to this volume they have created an up to the minute report on the current status of sexual harassment in higher education including what colleges and universities are doing and should do to address this controversial and difficult issue

Sexual Harassment & Social Change in American Society Stephen John Morewitz, 1996 The recent identification of sexual harassment as a distinct social phenomenon obscures earlier recognition of the centrality of the issue Dr

Sexual Harassment in Employment Investigator's Guidebook Marilyn I. Pearman, Mary T. Lebrato, 1984

The Effects of Training Regarding Sexual Harassment Prevention in the Workplace on the Knowledge, Skills and Motivation of Supervisory Level Staff in a Human Services Organization Janet G. Kelly, 1997

Sexual Harassment Prevention Training, 2001

Zero Tolerance Tony Cornish, 1999 New to this edition by The Bureau of National Affairs Inc consulting firm is coverage of the impact of 1998 Supreme Court decisions on employers proactive responsibilities for setting policies investigating the increasing incidence of harassment and prevention training Offered are new approaches statistics a sample policy and BNA services No index Annotation copyrighted by Book News Inc Portland OR

Sexual Harassment and the Law Augustus B. Cochran, 2004 This is much more than a story of a single case It provides a panoramic overview of the role of work in women's lives a succinct history of employment discrimination law and a penetrating analysis of the evolution of our views of sexual harassment in the workplace Karen O'Connor author of Women Politics and American Society After Vinson nothing was the same Cochran does a masterful job of setting the case in its historical context and exploring its legal impact Judith A Baer author of Our Lives before the Law Constructing a Feminist Jurisprudence Cochran is an exceptional raconteur and his book is comprehensive thorough and wonderfully forward looking Nancy Levit author of The Gender Line Men Women and the Law

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