



THE ENVIRONMENTAL SPECIALIST WITH MS ISO 9001:2015 & ISO 14001:2015 CERTIFICATIONS

POLICY ON SEXUAL HARASSMENT

Airwastewater Management Sdn. Bhd. (AWWAM) is committed to prevent and eradicate sexual harassment in order to create a positive and conducive working environment in the organization.

Any complaint of a sexual nature directed at by an employee against another employee; by an employee against an employer; or by an employer against an employee which is offensive or humiliating and which arises out of and in the course of his employment shall be regarded as sexual harassment.

AWWAM takes a serious view of sexual harassment as it adversely affects employee morals and job performance. Any person alleged to have committed sexual harassment shall be regarded as serious misconduct and once proven may be dismissed and or be meted out with other form of punishment deemed fit and proper.

The Code of Practice on the Prevention and Eradication of Sexual Harassment in the Workplace was introduced by the Ministry of Human Resources and recently has been incorporated in the Employment Act 1955 (Act 265) to give a legal effect. Thus, AWWAM views sexual harassment as a very serious misconduct.

POLISI GANGGUAN SEKSUAL

Airwastewater Management Sdn. Bhd. (AWWAM) komited untuk mencegah dan menghapuskan gangguan seksual bagi mewujudkan persekitaran tempat kerja yang positif dan kondusif dalam organisasi.

Sebarang aduan bersifat seksual yang diajukan oleh kakitangan terhadap kakitangan lain; oleh kakitangan terhadap majikan; atau oleh majikan terhadap kakitangan yang dianggap menyinggung perasaan atau memalukan dalam tempoh perkhidmatannya hendaklah dianggap sebagai gangguan seksual.

AWWAM memandang serius gangguan seksual kerana ia menjejaskan moral kakitangan dan prestasi kerja. Mana-mana orang yang didakwa melakukan gangguan seksual hendaklah dianggap sebagai salah laku yang serius dan apabila terbukti boleh ditamatkan perkhidmatannya dan atau dikenakan dengan sebarang bentuk hukuman lain yang dianggap wajar dan sesuai.

Kod Amalan Pencegahan dan Pembasmian Gangguan Seksual di Tempat Kerja telah diperkenalkan oleh Kementerian Sumber Manusia dan telah dimasukkan ke dalam Akta Pekerjaan 1955 (Akta 265) baru-baru ini untuk memberi kesan undang-undang. Oleh itu, AWWAM melihat gangguan seksual sebagai salah laku yang sangat serius.

Dr. Ahyar bin Idris
Managing Director

01/01/2023

Date