



**MARA UNIVERSITY OF TECHNOLOGY
SARAWAK BRANCH
FACULTY OF ADMINISTRATIVE SCIENCE AND POLICY
STUDIES
(DIPLOMA IN PUBLIC ADMINISTRATION)**

**TOPIC:
A STUDY OF SEXUAL HARASSMENT IN MARA UNIVERSITY OF
TECHNOLOGY, SAMARAHAN CAMPUS**

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ABSTRACT.

This research is regarding the Sexual Harassment, whereby we examine the level of Sexual Harassment in UITMCS. Even though the level of Sexual Harassment is not serious but it is still occurred and in order to avoid it become more serious, students and UITM management play an important role. Sexual Harassment is unwanted and unwelcome behaviour. Sexual Harassment has different types and forms. It will bring negative affect to the victims, other students and also to the university environment. It is because students will feel insecure, afraid, depress and it will reduce the student's performance in their study. In order to avoid and eradicate this problem, certain steps must be taken. By establishing the law and regulation, strengthening the punishment, organizing campaign and talk on Sexual Harassment can increase the student awareness. Moreover, by encouraging the victim of Sexual Harassment to lodge report by providing confidential procedure can also help to reduce the Sexual Harassment cases in UITMCS. The most important thing, students itself must participate in the activities organised by UITMCS in order to know more about their right and also respect other people right.

CHAPTER ONE

(1) INTRODUCTION

(1.1) BACKGROUND OF STUDY

Sexual harassment becomes an issue nowadays. This issue is very familiar to the people in developed countries such as United States of America, Japan and other western countries. However, in developing countries such as Malaysia this issue is still new due to the least exposure and the people who are not aware of this problem.

There is no standard definition of sexual harassment, but it is an unwanted and unwelcome conduct. According to the **Ministry of Human Resource (MOHR)**, sexual harassment is unwanted conduct of sexual nature having the effect or verbal, non-verbal, visual, psychological and physical harassment.

In Malaysia, most of the sexual harassment occurred in the workplace. Therefore, the Minister of Human Resource, Datuk Lim Ah Lek had taken initiatives and positive steps in order to avoid and overcome the sexual harassment in a workplace, for example, National Workshop on Sexual Harassment. Besides, this Ministry also proposed a ***Bill of Code of Practise on the Prevention and Eradication of Sexual Harassment*** in August 1999, to be enforced by the employers. This Bill covers and protects contract

CHAPTER TWO

(2) LITERATURE REVIEW

(2.1) INTRODUCTION

In Malaysia, the increasing number of cases of sexual harassment at the workplace has become a worrying trend as more and more individuals and companies join the workforce. As on 15th May 2000, Women's Crisis Center launched a signature campaign to demand that the mechanism of Code be given force of law which was taken up by Joint Action Group against Violence against Women (JAG). Within six weeks, over 12,000 individuals and sixty four organizations representing thousands more endorsed the campaign and the petitions were handed to the Minister of Human Resource, Dato' Dr. Fong Chan . Until now the number is still increasing.

There has been no standard definition of sexual harassment, but, universally agreed upon is that it is unwanted and unwelcome sexual conduct which often leads to a hostile and intimidating working environment. For Malaysia, the Code of Practice on The Prevention of Sexual Harassment in the workplace issued by the Human Resource Minister (MOHR) in 1999, laid out sexual harassment as a various conducts of a sexual nature that arise out of workplace relationships and include verbal, non-verbal, psychological or physical form. In short, it is the proper term that refers to behaviour in the workplace which