

IN exercise of the power conferred by Section 20 (1) of the Constitution of UPM, the Board of the University made the following Policy:

**UNIVERSITI PUTRA MALAYSIA POLICY  
(ZERO TOLERANCE TOWARDS SEXUAL HARASSMENT)**

Universiti Putra Malaysia (UPM) is committed to providing a safe and peaceful campus environment to UPM citizens. Acts of sexual harassment can threaten the safety and peace of the UPM citizens. The University shall not tolerate any act of sexual harassment whether verbal, non-verbal, visual, psychological, or physical towards the UPM citizens regardless of who commits the act:

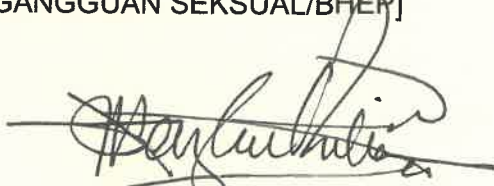
- employee to employee;
- employee to student;
- employee to UPM client;
- UPM client to employee;
- student to student;
- student to employee;
- student to UPM client;
- UPM client to student.

All UPM citizens shall avoid any act of sexual harassment and adhere to this Policy. The University considers the act of sexual harassment as a serious offence and the University has zero tolerance towards any act of sexual harassment and shall take appropriate action including disciplinary and legal action against the perpetrator.

Made on 13 Oktober 2020

[Minutes of BOD Meeting 146/07]

[UPM/PPUU/600-1/4/GANGGUAN SEKSUAL/BHER]



**YAM Tengku Syarif Laksamana Perlis Dato' Seri DiRaja Syed Razlan Syed Putra Jamalullail**

*Chairman of the Board*

*Universiti Putra Malaysia*