



**LS HUMAN  
CAPITAL SDN BHD**  
(1171487-T)

**UNDERSTANDING YOUR  
RESPONSIBILITIES IN  
COMPLYING WITH THE  
ONLINE SAFETY ACT,  
PERSONAL DATA  
PROTECTION ACT AND  
PENAL CODE AMENDMENTS**

**A Half Day Public  
Training Program  
Conducted via  
Microsoft Teams  
On  
January 26<sup>th</sup>, 2026**



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## UNDERSTANDING YOUR RESPONSIBILITIES IN COMPLYING WITH THE ONLINE SAFETY ACT, PERSONAL DATA PROTECTION ACT AND PENAL CODE AMENDMENTS



A HALF DAY TRAINING PROGRAMME  
(ONLINE)

### OVERVIEW AND OBJECTIVE

On January 1st, 2026, Malaysia's Online Safety Act (OMNA) went into effect. This law has a significant impact in terms of your personal accountability as well as our corporate responsibility when we go online. Furthermore, the amended Personal Data Protection Act which went into effect in 2025 also imposes additional obligations on individuals and companies where it comes to dealing with personal information; particularly sensitive personal information (including biometric data). Finally, the amendments to our Penal Code which now makes workplace harassment a crime also requires that we ensure we conduct ourselves professionally; both online and offline.

This half-day session is designed to ensure you understand your obligations in complying with these three new laws; both as an individual as well as an employee/manager.

You will in this session understand:

- 1) The obligations placed on you individually and as an employee/manager in terms of how to conduct yourself professionally when you are communicating via e-mail, messaging platforms and/or social media,
- 2) The nine categories of harmful content and two categories of priority harmful content identified under the Online Safety Act and what you and the organisation must do when identifying such content,
- 3) The eKYC (Electronic Know Your Customer) and what duty it imposes on companies when conducting business online,
- 4) Your obligations when dealing with sensitive personal data and the 72-hour reporting obligation of any breaches of either the Online Safety Act and Personal Data Protection Act,
- 5) The compliance obligations for both tech as well as non-tech companies (including SME's) with respect to managing our online advertisements as well as preventing financial fraud/scam claims, and
- 6) Your obligations as an employee in complying with the Online Safety Act and Section 507 of the Penal Code; particularly with respect to preventing accusations of workplace harassment and doxxing (sharing personal information online without consent).

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## AGENDA

### 9.00am to 10.30am

#### **Overview of the Online Safety Act, amended Personal Data Protection Act and Section 507 of the Penal Code amendments**

- Your obligations as an individual in complying with the Online Safety Act,
- The nine categories of harmful content and two categories of priority harmful content under the Online Safety Act,
- Key amendments under the Personal Data Protection Act and your obligations when dealing with sensitive personal data,
- Understanding that workplace harassment is now a crime under the amended Penal Code.

### 10.45am to 1.00pm

#### **Personal and Corporate Obligations When Complying With ONSA, PDPA and the amended Penal Code**

- Your obligations both individually and as an employee when conducting any work or business online (do's and don'ts when using e-mail, messaging systems or social media),
- Managing requests for audio/video recordings of discussions with employees in line with ONSA and the PDPA,
- Understanding what actions can be construed under the law as workplace harassment (practical steps you can take to avoid being accused of bullying and/or doxxing),
- Take the online 'Digital Safety Quiz' (to certify that you understand your obligations/responsibilities when dealing with online safety, personal data and online harassment).

**NOTE: Sample Annual Digital Safety Plans, SME Compliance Checklists and New HR Policies required in complying with these new laws will be shared during the session.**

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# TRAINER'S PROFILE



Shawn Sher is the founder and chief executive officer of LS Human Capital, an Employee Relations consulting and training firm that operates in the Asia Pacific region. He is the author of several publications such as “Important Industrial Court Decisions for Business Leaders”, “The Complete Employee Handbook”, “HR Concerns When Buying and Selling a Company in Malaysia” and “How to Comply with the Personal Data Protection Act”.

Shawn is a regular sought after speaker and has been invited to train and consult across the United States, United Kingdom, Europe and South Africa on a variety of topics concerning leadership, international industrial relations and HR management. He is also consulted by the Malaysian government where he formed part of the panel involved in changes being contemplated to Malaysia’s labour laws.

In addition, Shawn also serves as advisor to a number of multinationals and GLC’s in Malaysia on their employment law compliance and people development issues. His weekly updates on contemporary IR and leadership is widely followed across Malaysia, where more than 800 companies today subscribe to this service.

Shawn has a Masters in Laws qualification (specialising in Employment Law) from the University of Leicester, United Kingdom. In addition, he also possesses a specialisation certification in ‘Positive Psychology’ from the University of Pennsylvania, United States where he completed his certification in 5 areas of Positive Psychology including:

- 1) Positive Psychology: Martin E.P. Seligman’s Visionary Science with Dr. Martin E.P. Seligman,
- 2) Positive Psychology: Applications and Interventions with Dr. James Pawelski
- 3) Positive Psychology: Character, Grit and Research Methods with Dr. Angela Duckworth & Dr. Claire Robertson-Kraft
- 4) Positive Psychology: Resilience Skills with Dr. Karen Reivich, and
- 5) Positive Psychology Specialization Project with Dr. Martin E.P. Seligman

Shawn believes that ‘managing people the right way’ requires a combination of practical understanding of the law with the effective use of positive psychology in driving a committed and high performing work environment. He has also completed the certifications on the ‘Occupational Mental Health First Aider’ program from the Putnam Institute, UK.

# REGISTRATION FORM AND CONFIRMATION

**Course Title** : “Understanding Your Responsibilities in Complying with the Online Safety Act, Personal Data Protection Act and Penal Code Amendments”

**Date** : January 26<sup>th</sup>, 2026

**Via** : Microsoft Teams

**Cost** : RM 649/= per participant  
RM 599/= per participant (for registration before January 18<sup>th</sup>, 2026)  
RM 549/= per participant for 2 or more participants

**(please note an additional 8% SST shall apply to the rates above & it is 100% HRDC Claimable)**

I, hereby confirm sending (.....) participant(s) to the above-mentioned public training programme.

**Participant Name** :  
**Position** :  
**Company Name** :  
**Address** :

**Telephone No** :  
**Fax No** :  
**Contact Person** :  
**Participant Email** :  
**Date** :  
**Signature & Stamp** :

*(For more than one (1) participant, please provide names on separate registration form(s))*

## FOR MORE INFORMATION

Call us at 03-4266 9191 for any inquiries you may have during our official business hours from 8.30am to 5.30pm (Mondays to Fridays). Alternatively, you can send us an email to [suha@lshumancapital.com](mailto:suha@lshumancapital.com) / [mikail@lshumancapital.com](mailto:mikail@lshumancapital.com) / [rowena@lshumancapital.com](mailto:rowena@lshumancapital.com)