



Siam Legal International Issues Advisory on Thailand's Strengthened Criminal Defense Requirements Under New Sexual Harassment Law

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Siam Legal International, a Bangkok-based law firm with more than 22 years of legal practice in Thailand, has issued a comprehensive legal advisory addressing Thailand's amended sexual harassment law following the Penal Code Amendment Act (No. 30), which took effect on December 30, 2025. The advisory provides guidance for individuals, employers, and foreign residents navigating the expanded criminal liability framework introduced by the amendment.

The amendment represents a significant development in Thailand's legal approach to sexual harassment, broadening the scope of conduct that may be subject to criminal liability. The revised framework addresses both physical and non-physical forms of misconduct, including behavior occurring in digital environments, reflecting the increasing role of online communication and social media in harassment-related complaints.

Under the updated framework, sexual harassment may include conduct of a sexual nature directed at another

person that causes distress, humiliation, shame, fear, or a sense of insecurity. The expanded interpretation allows authorities to address a wider range of behavior, including verbal harassment, non-verbal conduct, cyber-related harassment, and stalking in certain circumstances.

"The amendment changes how sexual harassment cases may be evaluated, particularly where conduct occurs through online platforms or digital communication," stated Kittisak Sripareesri, Senior Associate and Litigation Manager at Siam Legal International. "With certain harassment offenses carrying penalties of up to three years' imprisonment and fines of up to 60,000 baht, individuals and organizations should understand the legal risks and responsibilities associated with these changes."

The penalty framework varies depending on the severity and circumstances of the offense. Certain harassment offenses may result in penalties of up to one year imprisonment, fines of up to 20,000 baht, or both. Repeat offenders may face increased penalties of up to two years imprisonment and fines reaching 40,000 baht. Cases involving abuse of authority, such as misconduct by employers or educators, may carry penalties of up to three years' imprisonment. Offenses involving minors may result in more severe penalties under related provisions of the Penal Code.

The amendment also introduces enforcement mechanisms allowing authorities to require websites and online service providers to remove harassment-related content. Failure to comply with lawful takedown requests may result in additional penalties, reinforcing Thailand's broader effort to address harassment occurring in digital spaces.

The advisory further explains that individuals considering filing complaints or pursuing criminal action should understand the distinctions between sexual harassment and other offenses under the Thai Penal Code, as well as the legal procedures involved in pursuing a criminal case.

Siam Legal International is a full-service law firm with more than 22 years of experience advising foreign nationals, businesses, investors, and families in Thailand. The firm maintains offices in Bangkok, Phuket, Chiang Mai, and Pattaya and provides legal services across immigration, litigation, corporate law, and property matters. Its litigation team, led by Attorney Kittisak Sripareesri, represents clients in criminal and civil proceedings and advises international clients navigating Thailand's evolving legal and regulatory environment.

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