



2026
UPDATED
VERSION

ARM

Automatic Response Mechanism

WHAT TO DO
IN CASE OF GENDER-BASED VIOLENCE
AGAINST MIGRANT WOMEN



Women Exchange

English Version

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AUTOMATIC RESPONSE MECHANISM

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Update Version

WHAT TO DO
IN CASES OF GENDER-BASED VIOLENCE
AGAINST MIGRANT WOMEN

WOMEN'S EXCHANGE
(MAP FOUNDATION)

Supported by
FOUNDATION FOR JUST SOCIETY
INTERNATIONAL LABOUR ORGANIZATION

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We thank all the migrant women from Burma who have shared their experiences in Women Exchange self-help groups; experiences which highlighted the need for more support for migrant women to access justice. We also thank the 120 migrant women who participated in the 25th Women Exchange Get-together and who provided their input at the ARM validation workshops.

We extend our thanks to local Thai networks of NGOs that have supported the work of assisting migrant victims of violence and facilitating access to social and legal services and many thanks also to the legal experts who checked the accuracy of our manual.

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Urgent Action Fund (UAF)

Special thanks are also extended to the Royal Thai Government and the people of Thailand for extending justice to all women on their soil.

Introduction and How to Use ARM 2026

The original version of Automatic Response Mechanism (ARM): What to do in case of Sexual Violence for Migrant and Refugee Women, was published in 2003 in response to the difficulties migrant and refugee women were facing in getting moral and legal support to get the care and justice they sought.

The laws in Thailand regarding rape and sexual harassment and domestic violence have been significantly updated and broadened and should result in more women being able to get justice. However, women still have to face patriarchal structures, cultural taboos, and difficulty finding support. These challenges are even more obstructive for migrant and refugee women who may not speak or understand Thai, whose legal status is precarious and temporary and often dependent on those who abuse. This new version of ARM therefore provides details of the new laws and how to use them as well as focusing on the psychological support that victims of abuse may need.

ARM is now divided into three tracks; Track One: Rape; Track Two: Harassment and Track Three: Domestic Violence. It is relevant to all women in Thailand but is particularly aimed at migrant women and their support groups. Camp based refugee women have over the years developed a similar manual which directly sets out processes which respond to the camp systems. Since October 2025, camp- based refugees have been given permission to do labouring jobs in sectors and geographical areas where there has been a sudden shortage of workers due to the exodus of Cambodian workers following border conflict. Should the right to work for refugees be a permanent or long-term fixture, ARM may need to be revised to ensure the needs of working refugees are fully covered. For the meantime, migrant and refugee support groups will need to work closely together to support working refugees who have suffered violence.

ARM provides step by step details of assisting a migrant woman who has been a victim of violence because the law and process is different depending on the type of violence. ARM is broken down into three tracks: Track One: Rape; Track Two: Harassment and Track Three: Domestic Violence.

ARM is developed to be used as a tool for training migrant support workers and to increase the number of migrant support women who can help migrant victims of abuse make decisions regarding their safety and access to justice.

Using ARM as a Training Tool

The trainings can take each track individually, at least one day per track or can cover all three tracks in a three- or four-day training. Trainings should not only be in the meeting room but as it is important that the support workers are familiar with the local services available, the trainings should include organized visits to the One Stop Crisis Centres (OSCC) or hospital and the police stations. Other ideas for training are included in Appendix 6.

The trainings and the increased knowledge of migrant women in their communities can raise awareness about the abuse that women suffer, often silently and without access to support or justice systems. By having increased awareness and trained support workers, it is hoped that more migrant women will feel safe and confident to report the abuse they face and to seek justice.

In some cases, migrant women in the community who have not been trained but are experienced and trusted may be called on to assist women who have been abused. It is hoped that they too may have access to ARM and use it to support them through the process.

ARM provides step by step processes, explains the relevant laws, and lists relevant organizations which can provide further assistance. Because laws change and organizations move or change their focus, it is important to update ARM as needed.

General Principles for Supporting Victims of Violence

- Listen and Believe the Victim/Survivor.
- Prioritize the safety dignity and autonomy of the victim/survivor.
- Confidentiality: Information can only be shared with the informed consent of the victim/survivor.
- Keep well-informed and up to date on the law and services available.
- Work closely with like-minded organizations to advocate for appropriate services for victims/survivors. These include counselling, shelters, access to medical services, legal aid and access to justice.
- Creating an enabling and empowering environment for women is pivotal to stopping violence.
- Never lose sight of the bigger picture. Sexual and gender-based violence are not isolated from the larger issues of patriarchy, gender, race, and class.

Undocumented Migrant Women

While undocumented migrant women have the right to access justice, they can be at risk of being detained or deported during the process. The support worker or organization must give an honest assessment of these risks while doing everything in their power to diminish the risks if the victim decides to pursue justice. The support organization can ensure that there are lawyers on board who understand the situation and support the victims' right to justice. The lawyer can check the safety of each step before the victim is involved, for example by discussing with the police in advance, without revealing personal details.

Name, Victim, Survivor?

To explain the process, ARM uses victim and survivor to refer to the woman who has suffered abuse. We have chosen to use "victim" at the beginning of the process, because in legal terms

the woman is a victim of a crime and because in the immediate aftermath of the abuse she may feel that ‘survivor’ does not describe how she feels. At some point during the process, it is the aim of ARM that the victim feels like a survivor, that is to say that she has started the healing process, is feeling more at peace or empowered. The transition will be different for different women, there is no unique step when someone who felt like a “victim” becomes someone who feels like a “survivor”. Those who use ARM can use whichever word they find most appropriate. Indeed, the support worker rarely needs to use either term as they can address the woman by her name. This may be her real name, her nickname or a pseudo name she has chosen to protect her identity. If the victim/survivor hears someone describing her as a victim or survivor and is not happy with the usage, talk to her about this and ask others to switch to her preferred usage.

Victim, Perpetrator

ARM is primarily developed for migrant women who have experienced rape, harassment or domestic violence. For ease of referring to the victim and the perpetrator, ARM uses she for the victim and he for the perpetrator as this is the most common situation. However, we are well aware that there are certainly cases where victims are men or other genders and perpetrators are women or other genders and trust that support workers will provide support and referrals in such situations.

What the Thai Law Says About Gender Equality

Gender discrimination is prohibited under the **Gender Equality Act, B.E. 2558 (2015)** “Unfair gender discrimination” means any act or omission of the act which causes division, discrimination or limitation of any right and benefit either directly or indirectly without justification due to the fact that the person is male or female or of a different appearance from his/her own sex by birth. The Act establishes mechanisms to prevent discrimination and to receive complaints and remedies including compensation. Complaints are processed through the Committee for the Promotion of Gender Equality and the Committee on the Determination of Unfair Gender Discrimination. The Gender Equality Promotion Fund is also set up to finance the efforts to promote gender equality in accordance with the Act.

Be Aware! False Accusations are Serious Crimes

Accusing someone of a serious crime like rape, harassment or domestic violence when they did not commit the crime, can result in a court case with possible fine or prison sentence for the accuser.

If an allegation is proven to be false and was made with the intent to damage a person's reputation, the following laws apply:

Defamation in Thailand is a **criminal offense** that can also be pursued under civil law, covering both spoken (slander) and written/online (libel) statements that damage a person's reputation. Falsely accusing someone of serious crimes like rape, harassment, or domestic violence (DV) is treated very strictly and can result in significant legal consequences for the accuser.

Legal Framework for False Accusations

If an allegation is proven to be false and was made with the intent to damage a person's reputation, the following laws apply:

- **Criminal Defamation (Penal Code Section 326–328):** Accusing someone wrongly, especially publicly (social media, public announcements), can result in up to **2 years in prison** and fines up to **200,000 THB**.
- **Computer Crimes Act (CCA):** If the false accusation is posted online (Facebook, Line, Social-media, etc.), the individual can be charged under Section 14(1) of the Computer Crime Act for entering false information, which carries a penalty of up to **5 years imprisonment** and a fine up to **100,000 THB**. Deleting a post does not exempt a person from liability. Screenshots, timestamps, and digital trails are admissible evidence.
- **False Report/Giving False Information (Penal Code Section 172-174):** If a false report of rape or DV is made to the police or officials, the person making the report can face additional imprisonment of up to 2 years, a fine, or both. The person falsely accused can immediately launch a criminal counter-charge for false accusation and a civil lawsuit for defamation.

WE hope that anyone using ARM will think of it as a living document that can be adjusted and updated as needed. We also welcome any feedback at map@mapfoundationcm.org Subject: ARM

Disclaimer: The information in this edition of ARM is based on legal updates up to early 2026 and is not legal advice. Laws may change or be interpreted differently in specific cases.

[Abbreviations/ Acronyms](#)

ARM - Automatic Response Mechanism

MAP – Migrant Assistance Program

FJS - Foundation for a Just Society

ILO - International Labour Organization

OSCC – One Stop Crisis Centre

CCA – Computer Crimes Act

WE – Women Exchange

NGO – Non-governmental Organizations

NHRC – National Human Rights Commission

MoJ - Ministry of Justice

DRLP – Department of Rights and Liberty Protection

ECP – Emergency Contraceptive Pill

STIs- Sexually Transmitted Infections

HIV – Human Immunodeficiency Virus

AZT – Azidothymidine

PEP – Post-Exposure Prophylaxis

GBV – Gender-Based Violence

PGE - Promotion of Gender Equality

LPO – Labour Protection and Welfare Office

WO – Women Organizations

ID – Identity Document

CiOS - Court Integral Online Service

DV – Domestic Violence

IPV – Intimate Partner Violence

DVA – Victims of Domestic Violence Protection Act

MSDHS – Ministry of Social Development and Human Security

CSOs – Civil Society Organizations

CBOs – Community Based Organizations

VAW – Violence Against Women

POPs – Progestin Only Pills

COCs – Combined Oral Contraceptives

NCII – Non-Consensual Intimate Imagery

CSAM – Child Sexual Abuse Material

CAR – Case Assistance Record

TRACK ONE: RAPE

4.1 General Definition

Rape refers to any non-consensual penetration, no matter how slight, of the vagina or anus by any body part or object, or oral penetration by a sex organ

It can also include:

Attempted rape

Forcing a victim to perform sexual acts

Coercing or manipulating someone into sex using threats, lies, guilt, or intimidation

Engaging in sexual activity with someone who is unable to give consent due to age, intoxication, disability, and sleep. unconsciousness

What Does “Force” Mean?

Force can be physical, emotional, verbal, or psychological. Perpetrators might:

Use threats (“If you don’t, I’ll hurt you or someone you love”)

Manipulate the victim’s emotions or trust

Use authority or power to pressure the victim

Take advantage of someone’s inability to consent

What Does “Consent” Mean?

Consent means agreeing to have sexual intercourse. Past relationships, flirtation, or previous sexual activity do not count as consent for future acts.

What the Thai Law Says:

Definition

- *No 30 Amendment of the Criminal Code (2025) on rape covers all genders as both perpetrators and victims and*
- ***strengthens the definition of rape in Section 276 to include any non-consensual act of penetration of the vagina or anus by any body part or object, or oral penetration by sex organ***
- *Details:*

- **Penetration by the Perpetrator:** Using the perpetrator's sexual organ to penetrate the victim's mouth, anus, or vagina.
- **Forced Oral Sex:** The inclusion of the mouth makes forced oral sex definitively rape, whereas it was previously often classified under "indecent acts".
- **Object/Body Part Penetration:** Using other body parts (such as fingers) or foreign objects to penetrate the victim's anus or vagina.
- **Forced Self-Penetration:** Ordering or forcing the victim to perform the above-mentioned penetrative acts on themselves or the perpetrator.
- **Surgically Constructed Organs** are now legally recognized as sexual organs and treated the same as natural organs in the case of rape. The surgically constructed penis of a woman who has transitioned to a man or the surgically constructed vagina of a man who has transitioned to a woman are now treated the same as natural penis and vagina

Core Legal Elements of Rape (Section 276):

Rape is defined as committing the above acts against another person's consent by:

- **Coercion/Threats:** Using any means that cause the victim to fear for their safety or interests.
- **Violence:** Using physical force.
- **Inability to Resist:** Taking advantage of a person who cannot resist, such as being unconscious, intoxicated, or under the influence of substances.
- **Mistake of Identity:** Causing the victim to mistake the perpetrator for another person. *le in the dark impersonating the husband*

Statute of Limitations: The case must be reported within a period of time equivalent to the punishment for the crime. *le in cases where the offense is punishable with death, imprisonment for life or twenty years, the case must be reported within 20 years. If the offences are punishable for 10 years, then the case must be reported within 10 years and so on.*

Marital Rape

Non-consensual sexual intercourse between spouses is an illegal act.

If the rape has been committed between spouses and the couple desire to cohabitate, the court may impose a lighter sentence than described by law or substitute imprisonment with an order prescribing behaviour.

In the cases where the Court orders a sentence of imprisonment and one of the parties no longer desires to cohabit and seeks a divorce, that party shall inform the court and the court shall inform the public prosecutor to proceed to file a suit for divorce

Statute of Limitations: A victim can report within 3 months

Rape of Children

Sexual intercourse with a child under 15 is statutory rape. It is considered illegal and punishable **with or without the consent of the child.**

Statute of Limitations: Limitation period only starts when the victim turns 18 and would generally be 20 yrs (following the same system as for rape of adults)

Summary of Steps of What to Do in Case of Rape

Step 1 - THE VICTIM TALKS TO THE SUPPORT PERSON
People Involved - Victim, Support person who may be migrant women leader, or NGO staff or social worker, Victims' family member Time Frame - As soon as the support person is contacted. Expected Outcomes - Support person counsels the victim. Support person explains process at hospital. Victims' immediate needs are met including needs of family. Victim has opportunity to ask questions.
Step 2 - SUPPORT PERSON ACCOMPANIES VICTIM TO ONE STOP CRISIS CENTRE (OSCC), HOSPITAL OR CLINIC
People Involved - Victim, Support Person, Health staff, Translator Time Frame - If possible, immediately following the rape, if not, within 3 days. Expected Outcomes - Victim receives medical treatment for injuries, prophylactic medication as needed and forensic examination with a report filed by the hospital.
Step 3 - MAKING A DECISION ABOUT TAKING A LEGAL CASE
People Involved – Victim, Support person Victim's family and/or friends, Lawyer Time Frame – Preferably immediately or within a few days of the rape. The case can also be reported later, see Statute of Limitations above

but evidence will be missing.

Expected Outcomes – The victim and her team make a decision.

Step 4 - SUPPORT PERSONS AND VICTIM REPORT CASE TO POLICE

People involved - Victim, Support person, Interpreter, Lawyer, Police woman, social worker.

Time Frame - Report immediately, if possible, if not it is best to report within a few days. In the case, the victim is undocumented, a lawyer or experienced legal person should contact the police station first to get assurance that the victim will not be detained or deported.

Expected Outcomes - Police daily report and criminal report are filed.

Step 5 - SEEK PROTECTION AND SUPPORT FROM OTHER ORGANIZATIONS

People Involved - Victim, Support person, Protection Organizations, Lawyer

Such organizations may include: Protection NGOs National Human Rights Commission (NHRC), Ministry of Justice (MoJ), Department of Rights and Liberty Protection (DRLP)

Time Frame – Whenever extra security, protection or pressure is needed for the victims' safety and the advancement of the case.

Expected Outcomes - Increased protection for the victim, support workers and witnesses. Compensation for victims. Legal fees paid.

Step 6 - BEFORE AND AT COURT
People Involved - Survivor, Support Persons, Translator, Police, Lawyer, Public prosecutor Time Frame - Support organization regularly follows up with police. The victim may have to attend many court sessions over a period of one or two years. Expected Outcomes - A date is set for court case. The victim and the suspects are questioned. Witnesses are questioned
Step 7 - FINAL COURT HEARING: JUDGEMENT ISSUED
People Involved – Survivor, Support Persons/ organization, Lawyer, Witnesses Time Frame - At the final court hearing. Expected Outcomes - The judge gives the verdict. The perpetrator may be found guilty or not guilty.
Step 8 - AFTER THE JUDGEMENT
People Involved – Survivor, Survivors Friends and Family, Support person and organization, Lawyer, Media, Immigration Time Frame - Immediately after the judgement

Expected Outcomes - If satisfied with verdict, she may want to celebrate, spend time with family, friends or alone. She may want to talk to the media. If not satisfied with the verdict, the survivor, support organization and lawyer should discuss options (i.e., appeal). If the survivor is undocumented, she may be deported. The media may report on the case.

Step 9 - SURVIVING THE RAPE

People Involved – Survivor, Survivor’s friends and family, Support persons and organization, Counsellor

Time Frame - Long term

Expected Outcomes - Survivor rebuilds her life with support as needed.

Steps in Detail

If the situation is dangerous, call 191 for police immediately.

If the rape victim needs immediate medical assistance, call 1669.

In both cases, state your location and briefly describe the incident.

Step One: Support person meets and supports the victim.

The support person should find a quiet, safe space to sit with the victim. The support person can introduce herself and explain that she has experience helping migrant women in similar situations. If the victim has come with a friend or relative, ask if they can stay. If a stranger has brought the victim to you, thank them and before they leave, ask if you can have their contact in case the police need to ask any questions.

The support person should:

1. listen to the victim
2. show empathy
3. not blame, judge or criticize
4. find out the victim's prevailing immediate needs, respond to the needs of the victim
5. maintain confidentiality, let the victim know that she will only share information with those who need to know so they can help (i.e., her team)

Need to know: Confidential information is only shared with individuals who require the information to perform their jobs. In the case of rape, senior staff need to know to assess the risks for the victim and to ensure the safety of the victim and the support workers. Only those who need to know for safety are informed.

Sometimes it is difficult to know what to say. It is hard to find the right words to reflect your concerns and to be sympathetic.

These are just some suggestions to help you

1. You can say to the victim:
 - *I am sorry that this happened to you*
 - *It's not your fault.*

2. Responding to her immediate needs:

- *Are you in pain? Do you want to see a doctor now? Are you bleeding? (She may also have internal bleeding or injuries so it is best to go to the doctors as soon as possible)*
- *Where were you going when the rape/incident occurred? Is someone currently waiting for you? (For these types of questions, you will need to make sure if it is necessary to check the safety of others as well, for example if she has children waiting for her at school or at home. If this is the case, in discussion with the victim make arrangements for the children)*
- *Is there a friend, relative or organization you would like me to contact?*

Explain that you are part of a group of women helping migrant women, and that there is an organization in Chiang Mai and Mae Sot, MAP Foundation¹ who have experience in situations like this.

Explain that when women have been raped, they can go to the hospital to treat any wounds, get medicine to prevent disease or pregnancy and get a forensic examination as evidence of the rape. After that, they can go to the police station to file a case, if that is what they want.

Ask the victim if it is okay to note down the personal information for the case assistance record form. See Appendix 5.

Ask if she is ready to go to the hospital. If you are in an area, with a One Stop Crisis Centre (OSCC), go straight there. For evidence to be legally admissible, the forensic test must be completed at the nearest public hospital to where the rape occurred.

Ask the victim if she has social security or any health insurance or any documents. Reassure her that it doesn't matter if she hasn't got any, you are just asking to prepare for the registration at the hospital.

Ask the victim if she usually uses contraceptives. Ask what type of contraceptives (the pill, Depo-Provera/ injection, rod implants (Norplant)) and if she is currently using. Ask if the rapist used a condom? (some rapists do).

If the victim asks to shower or change her clothes before going to the hospital, explain that, it is important that she does not do that yet because there may be evidence that the doctor or police

¹ Provide contact information about the organization you are connected to.

can find to identify the rapist.

If she wants to drink, ask her to sip a little water through a straw. (to maintain evidence)

If she wants to urinate ask her if she can wait. If not ask her to pee into a clean dry container and take this to hospital.

If she wants to smoke, brush or comb her hair, or brush her teeth ask her not to do so until after the hospital has collected evidence.

In the case that she will not go to hospital:

It is really important that she goes to the hospital, but if she insists that she will not go. Then:

Check for any broken bones and any bleeding. Ask again if she is hurting anywhere? If she is hurting in the abdominal area, tell her you are worried there is internal bleeding and she must go to the hospital

If she is not currently using any contraceptives and the rapist did not use a condom, inform her that if the man penetrated her with his penis, she can take the emergency contraceptive pill (ECP) to prevent pregnancy. Ask her if she would you like to take the emergency contraceptive pill. If you do not have ECP, ask someone to buy ECP from the local pharmacist. To be effective, ECPs must be taken within 72 hours of the penetration.

For detailed information about ECPs see Appendix 2.

Step Two: Support Person Accompanies Victim to One Stop Crisis Centre (OSCC), Hospital or Clinic

OSCC - The **One Stop Crisis Center (OSCC)** is a service in state hospitals across Thailand that helps people who have experienced violence, especially women and children.

It provides different types of support in one place, including:

Medical care

Counselling and emotional support

Coordination with police and social services

If needed, contact an interpreter to help translate at the hospital.

At the OSCC or emergency outpatients of the hospital, explain that the woman has been raped, and needs medical treatment, prophylactics and a forensic examination (preferably by woman doctors).

Inform the doctor if she has already taken the Emergency Contraceptive Pill or any other medication.

Help the victim feel in control by explaining what is happening and what will happen.

As much as possible, allow the victim to speak for themselves, but help if it is too stressful for the victim. Some of the procedures for the forensic evidence, may feel very intrusive and difficult for her. For example, when the doctor is examining her vagina, anus or mouth for tears or to swab. Explain that the doctor will be as gentle as possible and is only doing this to help her. If it hurts, she can tell the doctor.

During the **forensic examination**, the doctor
Collects evidence from vagina (sperm, pubic hair).
Collects evidence from the mouth by using cotton swabs
Collects evidence from under the fingernails (skin of perpetrator)
Take photographs for evidence. (bruises, scratches, etc.)

The forensic examination needs to be done within 72 hours of the rape.

When the results come back, the doctor writes up an incident report. With the victims' consent the forensic report is sent to the police.

If the victim is severely traumatized and cannot make her own decisions, the hospital is legally obliged to inform the police. If the victim does not want to involve the police, the report and evidence is stored in case the victim changes her mind later.

During the **medical examination**, the doctor checks for external and internal injuries and treats these.

The doctor may also offer **prophylactic medications** such as:

Antibiotics to prevent STIs

AZT or PEP to prevent HIV (28 day treatment)

Prophylactics need to be taken within 72 hrs

Emergency contraceptive pills (ECP) to prevent pregnancy. If the victim has

At the OSCC, the counsellors may also counsel the victim and do a psychological assessment. Some government hospitals may also offer counselling.

There may be periods of time when you and the victim are waiting at the hospital, (for doctors, for results etc.) to distract the victim you can explain briefly about your organization. If the victim prefers to sit quietly then just sit quietly with her. Double-check if there is anyone she would like to call.

If she is stressing about the rape, feeling like it was her fault, reassure her:

It was not your fault and nobody should be raped.

What's important is that you survived.

Do you want to talk about it? Do you want to tell me what happened? (do not push her, because she will have to tell the story many times, but if she feels she wants to tell you, then listen carefully so you can help her recall later).

Ask the victim if you can be present to hear the doctors' instructions for taking any medication (in order to be able to explain to the victim later) and for taking note of future appointments (to check on pregnancy, STIs and HIV) and general well-being.

If the victim has agreed that the forensic report should go to the police, ask the doctor when the police will receive the report and when the victim should go to the police.

Makes arrangements for payment if necessary

Keep strict confidentiality ,only share on a needs-to-know basis.

If you are going straight to the police station, let your organization or advisor know. If possible, contact an interpreter and lawyer to join you at the police station. Prepare the victim for the police and the station (there may be photographer so give her a scarf to cover her head).

If you are going to the police station the next or in following days, arrange somewhere safe for the victim to sleep with her friend or family or yourself. She can now take a shower, drink and eat as the forensic examination is already completed.

If the victim is undocumented, contact a lawyer and explain the case in detail. Ask the lawyer to phone the police station and explain the situation and to ask for assurance that the victim will not be detained or deported if she goes to the police station to report the case. If the police cannot give this assurance, explain to the victim and let her decide how to proceed. (i.e., reporting the case but being deported. not reporting the case and staying in Thailand)

If the documented victim does not want to report to the police, ensure that she has somewhere safe to stay, has friends who will support her. Explain to her that she can report the rape at any time if she changes her mind. Ensure that you exchange contact details.

If at any time, the victim or support person need more help. They can reach out to Thai Helplines:

Social Help 1300

Mental health 1323 also on Facebook

These helplines are 24/7 and confidential.

Step Three : Making a Decision about legal action

The decision on whether to take legal action is not easy. There are some things that the victim needs to consider before making that decision. The support person can provide such information:

WHAT VICTIM NEEDS TO KNOW TO MAKE A DECISION ABOUT TAKING A LEGAL ROUTE:

Documented Migrants

If the victim is a migrant who has up-to-date documents. She can take the case to court and stay in Thailand legally while her document is still valid. Her support organization can help her to ensure that her documents remain valid throughout the legal process.

However, there is not yet an effective witness protection program in Thailand, so it is hard to guarantee her and the witnesses' safety in cases where the perpetrator is someone with influence or power.

Undocumented Migrants

If the victim is a migrant who has no documentation, she has the right to justice and take the case to court; but she may be at risk of detention and deportation. A lawyer should be brought on board to ensure that she can pursue the legal case and to help secure some agreement that she may stay for the duration of the court case. At the end of the court proceedings, immigration may deport her. The NGO can quietly monitor deportation, to ensure she is not followed or harassed by the rapist.

Being undocumented she will be particularly vulnerable if the rapist was an influential or powerful person.

Time frame

Court cases can take a long time, up to two years, and she has to attend all the hearings.

Safety

She will want to consider her and her family's safety.

If she does not take a legal case, the rapist may attack her, or her family or another woman again and again.

If she does take a legal case, and he is put in prison for a long period, she, her family and other women are safe.

If the rapist, is an influential or powerful person, they may threaten her to drop the case.

Support

While it is possible that the immediate support person will change during the case, the support organization should be able to reassure her that they will support her until the end of the case.

Alternatives:

If the victim decides she does not want to take a legal case, she may want to

- Seek compensation through the DRLP
 - Become an advocate against violence against women
 - Stay quietly and rebuild her life
 - Get back to work as soon as possible
 - Have access to some spiritual and/or emotional healing (religion, meditation, counselling, yoga etc.)
 - Express the incident in some creative form (creative writing, drama, art)
 - Go back to her family
 - Or she may have other ideas, it is important to listen to her and support her.
-
- If the victim decides she wants to report to the police and take a legal case, proceed to Step Four.
 - If she decides she wants to claim compensation from the Department of Rights and Liberties Protection (DRLP), Ministry of Justice proceed to Step Five.
 - These decisions are not necessarily independent of each other; she may do two or more things at any one time. Her decisions must be respected and supported.

Step Four: Report the Case to Police

The support person accompanies victim to police station, with interpreter if necessary and a lawyer if possible. If the victim is undocumented a lawyer is essential. Enroll the services of a lawyer through partner organizations such as HRDF or Shero (see Appendix 2 for list of organizations and contact details for legal aid)

According to police procedures, in rape cases, the lead officer should be a woman police officer but since less than 10% of the Thai police force is female, there may be no women police officers available. Be prepared for a male police officer.

Let the police know if the victim has already been to a hospital and had a forensic test. Check if the police have got the forensic report from the hospital.

If the victim has not been to a hospital or has not had a forensic test, the police may use a rape kit to do a basic forensic test. This should be done by a policewoman. If they do not do this, or there is no policewoman the police should refer the victim to a hospital.

The police may ask the victim to give her clothes and any electrical equipment as evidence of the attack. A list of items kept by the police should be signed by the victim and a copy kept safe. These items will be returned when the investigation or trial is completed.

The victim is likely to feel overwhelmed and embarrassed by the police questions. Assist her in staying calm and having time to answer. Ensure that the police are letting the interpreter translate and not rushing. Request that the police break if it is becoming too difficult for the victim.

The police will ask if there were any witnesses. The victim may remember. You can ask the police if there is any CCTV footage of the place where the rape happened.

The police may take the victim to the scene of the crime and review any CCTV footage. The police will write down everything the victim says about the rape. All the details of what happened, where, what time and description of the perpetrator (s) etc. This will be the victim's statement and she must be given it to read and sign if it is correct or to ask for changes to be made if not correct. She must understand what is written, so an interpreter should be present to translate or if she understands spoken Thai, it should be read to her slowly with pauses. She should ask for a copy of the statement.

In case where victim is under 18 years old, the police must arrange for the presence of a social worker, attorney, guardian and psychiatrist for the interview.

Once the police have the statement and the forensic report, they should begin investigating the case to arrest the suspect, interview witnesses, examine CCTV footage etc. The police can put out a call for witnesses. They should not reveal the name or identity of the victim.

While the police are looking for the suspect, getting an arrest warrant etc. the lawyer does not have access to the case notes until the evidence is submitted by the public prosecutor to the court.

If the suspect is found, the victim may be asked to make an identification. She may be put face to face with her rapist and this could be very distressing. The support person should keep the support organization or senior advisor informed about the process. Request back-up if needed.

The police should report the case to the public prosecutor within a month.

Step Five: Seek Protection and Support from Other Organizations

There may be situations where the victim and/or support person/organization are feeling unsafe, under threat because the perpetrator is influential or powerful or where the legal case is not advancing at all. In these cases, the support organization, with the consent of the victim, may want to reach out to other organisations for increased protection, alternative options or supplementary options:

MINISTRY OF JUSTICE

At the prosecution stage, the Office of the Attorney General, under the Ministry of Justice, plays a crucial role, deciding whether to prosecute, files and conducts the case in court and can request further police investigation.

Justice Fund

This fund under the Ministry of Justice can help cover:

- Legal costs
- Lawyer fees
- Court expenses

The Department of Rights and Liberties Protection (DRLP) under the Ministry of Justice can

- Provide emergency financial assistance.
- Provide victim compensation from the state for physical, psychological harm, loss of income, medical costs. Note that survivors of rape do NOT need a conviction to apply for compensation.
- Arrange legal aid/lawyers
- Offer psychological support and counselling
- Assist witnesses with protection measures
- Support vulnerable victims (children, migrants, persons with disabilities)

Victims can decide to apply to the DRLP first and then pursue a legal route, or to report to the police first and then apply to the DRLP, if needed. A registered NGO can take the case directly to the DRLP or the OSCC can refer to the DRLP, with the consent of the victim.

Compensation

A key principle is that the Ministry of Justice treats survivors of sexual violence as victims, not immigration offenders. So, migrants including undocumented, can report rape, seek Ministry of Justice victim support and apply for compensation. The easiest route is for registered NGO is to contact the Department of Rights and Liberties Protection (DRLP) (provincial or district level) or the OSCC can refer cases directly to DRLP.

Important to note is that even in cases which have gone through legal process and the perpetrator has not been convicted, the victim can still apply for compensation.

THE NATIONAL HUMAN RIGHTS COMMISSION (NHRC) can play a supportive and accountability role especially when there have been delays or failures by authorities or in cases where the perpetrator is a state official. The support organization can submit a report to the NHRC of the case and the concerns that the organization has either regarding the lack of progress or the influence of powerful figures.

Any victim, regardless of nationality or documentation can file complaints with the NHRC.

The NHRC has the mandate:

1. to monitor the actions of the various government stakeholders involved in the case
2. to request documents and explanations from police, prosecutors, or prisons or detention centres. They can also visit detention centres, which is important if the rape occurred during arrest or detention.
3. to receive the documentation of the proceedings to be used for advocacy to government
4. to invite government stakeholders to report on the process of the case
5. to issue recommendations to government agencies
6. demand improvements in case handling, victim protection.

The NHRC recommendations are not legally binding but they do carry political and reputational weight.

PROTECTION OF VICTIMS

In cases where powerful figures are involved, it may be necessary to liaise with NGOs whose remit is to protect human rights defenders. see Appendix 2 – List of organisations and contact details.

Step Six: Before and At Court

Following up with the police

1. Ask the lawyer to monitor police and court actions, ensuring minimal delay and appropriate action
2. Liaise between police and survivor
3. In cases where compensation can be offered, accompany the victim in the negotiations and support a fair and reasonable settlement
4. Report any mishandling of justice; coercion or threats to The National Human Right Commission and consider taking legal action

Compensation

Where the rapist has been caught, in some cases the police may propose to negotiate with the rapist to pay compensation as settlement. The victim can accept compensation and close the case. Or she can refuse compensation and take the case to court.

The police do NOT have the right to suggest compensation in the following cases:

- a. the rape victim is under 15 years old
- b. the rape victim is critically injured or dead
- c. there were more than two rapists
- d. the rapist had a gun or a bomb
- e. the rapist is the father, grandfather or teacher of the victim or someone with power over victim (i.e., employer)
- f. the rape happened in a public place in view of others
- g. the rape victim was under the protection of the rapist at the time of the rape i.e. prison warden, immigration officer,
- h. the rapist is the guardian of the rape victim i.e., mental health care
- i.

If the victim is offered compensation, she should receive all the money before the police make the settlement report and check the amount. In cases of compensation there is no expectation that there will be a lawyer present. But it is advisable to have a paralegal assistant, NGO staff or women organization present to provide support in the negotiations.

Awaiting court case

1. The survivor might be asked to confirm her testimony (statement) and give an additional information.
2. Ensure that the survivor has somewhere safe to stay and has friends to support her

3. Provide ongoing support and counselling
4. Provide support for survivor's decisions
5. Provide support to survivor's immediate caretakers
6. Arrange for survivor to meet lawyer
7. Arrange for interpreter
8. Make sure she can get to the hospital for appointments
9. Accompany her to the police station for follow-up appointments if needed

The time awaiting court cases can be used to prepare the survivor:

1. The lawyer can explain court procedure and protocol and familiarize survivor with the layout of courtroom and the roles of those present such as judge or court staff
2. Explain all possible outcomes

At the court hearing,

The survivor may be cross-examined in court by the defendant's counsel or if he has pleaded not guilty, he can do the cross-examining himself.

The law (Section 226/4) of the Criminal Procedure Code states that the cross-examination cannot include questions about the victim's sexual behaviour and the judge should ensure that no inappropriate questions are asked. The lawyer can also help.

After the court hearing, if the suspect is not considered dangerous or likely to run away, he will be given bail and allowed to go freely. If he is considered dangerous or likely not to show up at future court cases, he will be incarcerated for limited periods of time. If the defendant is not given bail he will be held in detention. For serious crimes like rape, the court can issue successive detention orders, each for a maximum of 12 days, up to a period of 84 days. After that period, the defendant is free until the court hearing.

The Court will:

Record the testimony of the survivor, defendant, and witnesses in court

Set up the date for next court appointment

At the final court case, Issue judgment.

Step Seven: Judgement is issued

The judge delivers verdict regarding the defendant, which may be guilty or innocent.

If innocent, he is free to go. If guilty, he will most probably be sentenced to imprisonment or may be ordered to pay a fine or both.

The survivor is free to return to her life (unless the court deports her, if she has no documents).

The support persons and organization should spend time with her after the verdict to ensure that she understands the verdict.

If the accused is found guilty, he has the right of appeal within one month

If the accused was found guilty and sentenced to imprisonment, the survivor may want to celebrate. Organise a celebration.

If the accused was only sentenced with a fine or found not guilty, she may be angry and scared. It may be necessary to arrange safe accommodation and counsellors for her and continue to support her through this difficult time.

Step Eight: After the Judgement (Immediate)

If the immigration is planning to deport the survivor, liaise with immigration to monitor the deportation to ensure she is safe.

The support organization should write up a detailed report of the proceedings and legal process and discuss with the survivor how best to use the documentation (for advocacy, for training purposes, donor records).

If the defendant was not sentenced to imprisonment or was not found guilty but the survivor is very sure he was the rapist, discuss with the survivor and lawyers' other possible actions: i.e., appeal the verdict, use media, petition etc.

MEDIA OUTLETS

After the verdict, the support organization may provide some details of the case to media outlets. Unless the victim has discussed with her support persons and family and wants to go public, her name should not be released to the media. It is also important not to release information which could incite racism and xenophobia. But a successful case of justice for a migrant woman will inspire other migrant women to use the justice system.

Step Nine: Surviving the RAPE (Long Term)

Remain in contact with the survivor as long as she wants. After the terrible experience of rape and then an intensive period of seeking justice, she may have a whole range of emotions. Try to ensure that she has a supportive group of friends. Discuss with her what she wants to do next. Congratulate her on her bravery to take the case, and let her know that she is an inspiration for other women. If she would like to use her experience to help other women, discuss opportunities to share her experience, to learn counselling, to run workshops and become an advocate against violence against women. She may also want to stay quietly and rebuild her life or take part in some spiritual or emotional healing (i.e., Meditation and yoga). She may have other ideas; it is important to listen to her and support her.

See Appendix 1 for list of contact details for OSCC in Thailand

See Appendix 2 for details about the Emergency Contraceptive Pill (ECP)

TRACK TWO: HARASSMENT

Harassment may happen in the workplace, in public places, at home, online or by phone.

General Definition:

Harassment including Sexual Harassment and Gender-Based Violence

Unwelcome, unacceptable or unlawful behaviors which demean or offend an individual and create an intimidating or hostile environment. Sexual harassment involves unwanted verbal, non-verbal, or physical conduct of a sexual nature that is directed at persons because of their sex or gender. It may be a single or repeated occurrence which aims to, results in or is likely to result in physical, psychological, sexual or economic harm.

Examples:

Harassment

- Offensive jokes, name-calling, or bullying in person or online.
- Intimidation, threats, or deliberate, unwelcome physical touching.

Sexual Harassment and Gender-Based Violence

- Unwelcome sexual advances, requests for sexual favors, or sexually explicit comments.
- Un-consensual touching, hugging, or kissing.
- Displaying sexually explicit pictures or material.
- Stalking in person or online
- Posting private content online or doctoring content/ Photoshopped Content

Digital abuse is when someone monitors, stalks, harasses, threatens, controls or impersonates another person using technology. This could involve stalking through social media, harassment by text message or humiliation by posting pictures or videos, for example.

Examples of digital abuse:

- using your social media accounts without your permission
- posting information about you online or by text/messenger
- creating a profile page without your permission

- sending you threatening messages
- sending threatening messages to other people whilst pretending to be you
- posting photos of you without your consent (also known as revenge porn)
- using spyware on your devices to track you

What the Thai law says:

In the **Cabinet Resolution Measures on the Prevention and Correction of Sexual Harassment in the Workplace approved on 16 June 2015**, sexual harassment is defined as *unwanted conduct of a sexual nature which makes the victim feel annoyed, uncomfortable, humiliated, degraded or offended. This covers visual, verbal, physical and other acts including for the purpose of exchanging benefits.*

The Measures were then revised by the Committee for the Promotion of Gender Equality (PGE), Department of Women's Affairs and Family Development, Ministry of Social Development and Human Security. **The revised resolution was adopted on 21 April 2020** with 12 measures approved including new measures which required workplaces to prepare a code of conduct based on the measures, give knowledge and raise awareness of GBV, establish complaints mechanisms which protect the complainants, witnesses and accused persons.² The Cabinet Resolution emphasizes leadership commitment, education, and addressing third-party harassment (i.e. by clients, customers, or service users), aiming for an inclusive, respectful environment with consequences for offenders and support for victims. Results of the implementation have to be reported to the Committee for the Promotion of Gender Equality annually. The Cabinet further tasked the Ministry of Labour to work towards promoting the adoption and application of such measures in the private sector

On Dec 30th 2025 the Royal Gazette published the **Criminal Code Amendment Act (No 30) BE 2568 (2025)** with an important amendment on harassment. The amendment includes a new section which greatly broadens the definition of sexual harassment to include:

- Physical actions, verbal actions, making sounds, gestures or behaviours, communication, following, stalking, or by any means whatsoever, including through computer systems, telecommunications equipment, or other electronic devices capable of conveying

² Towards Gender Equality: Good Practices in the Thai Government: The department of women's affairs and family development, August 2022 https://www.dop.go.th/download/news/hr/th1678867262-335_0.pdf

meaning to others, which has a sexual nature and is of a kind likely to cause another person distress, annoyance, humiliation, fear or feelings of sexual insecurity.

If the conduct is sexual in nature and causes the victim distress, annoyance, humiliation, fear, or a sense of being unsafe, it may constitute an offence immediately.

The amendment is also inclusive of all people, of all ages, genders and sexual orientations.

New, more serious penalties are included in the amendment. The new penalties are scaled according to severity, context and vulnerability of the victims:

General harassment: sexual harassment that does not reach the level of indecency but causes distress or annoyance

- **Penalty:** up to 1 year in prison, or a fine of up to 20,000 baht, or both

Repeat or continuous harassment: repeated or continuous acts that prevents the victim from living normally

- **Penalty:** up to 2 years in prison, or a fine of up to 40,000 baht, or both

Public or online harassment: acts committed in public, in front of others, or through computer systems (for example, shaming posts or obscene chats)

- **Penalty:** up to 3 years in prison, or a fine of up to 60,000 baht, or both

Offender in a position of authority: such as an employer, supervisor, teacher, or caretaker or in any position with power over the victim

- **Penalty:** up to 3 years in prison, or a fine of up to 60,000 baht, or both

Offences against a child: where the victim is under 15 yrs old with or without consent

- **Maximum penalty:** up to 5 years in prison, or a fine of up to 100,000 baht, or both

Offender who inputs data or controls or provides computer system services, knowing that such data constitutes sexual harassment

- **Penalty:** up to six months in prison or a fine of up to 10,000 baht or both

Other sections of the Criminal Code also cover areas which women can experience as forms of gender-based violence including illegal detention, kidnapping, bodily harm, bullying, intimidating etc.

In the workplace, **Section 16 of the Labour Protection Act** states that: *“An employer, a person in charge, a supervisor, or a work inspector is forbidden from committing sexual abuse, harassment or nuisance against an employee”*.

The Labour Protection Act prohibits bullying and harassment by employers to employees but does not address colleague to colleague.³

³ <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/64/National-reviews/Thailand-en.pdf>

Summary of Steps to Respond to Harassment

Step 1 - Assess Risks: Prioritize Safety
People Involved – Victim, Support Person, Trusted Friend Time Frame – As soon as possible. Expected outcomes: Safety measures are adopted.
Step 2 - KEEP RECORDS and KEEPING SAFE
People Involved – Victim Time Frame - Starting immediately. Duration will depend on the frequency of the harassment. If the harassment is becoming more frequent or more intense, then move to Step three Expected Outcomes - The victim has a record of the time, place and details of each harassment
Step 3 - REPORT CASE TO RELEVANT BODIES according to where the harassment happened, the severity and the risks. This also includes online harassment.
People Involved - Relevant bodies may include: Workplace representative, manager, employer, Labour Protection and Welfare office, Social Worker, Village head or local authorities,

Time Frame - Any time but if harassment is escalating as soon as possible.
Expected Outcomes - Relevant person/authority are informed of the harassment
Step 4 - FOLLOW UP
People Involved – For workplace harassment: NGO, Case worker from Women Organization and NGO, Witness, Workplace Representatives, Labour Protection and Welfare Office For public harassment: Victim, Village head, Police, Social Worker, Witness For domestic harassment: Follow Step 3 in Track One (RAPE) Time Frame - The LPO may interview the employer or the workplace committee and may call the victim to negotiate. Compensation for damages through: Labour Court: Civil court: Expected Outcome - The local authorities may talk to witnesses, victim and perpetrator and give a warning to the perpetrator. Or if they think the case is serious, they may inform the police.
Step 5 - DECISION MADE
People Involved - Victim, Case worker at WO and NGO, Workplace representative, Employer, Perpetrator

Steps in Detail

Workplace harassment:

Step One: Assess Risks, Prioritize Safety

When a migrant woman has been a victim of harassment, she may want to talk to a trusted friend, trusted work colleague or a support person.

They will need to discuss

Harassment is not always clear cut. Maybe he brushed against her breasts by mistake. Maybe he doesn't realise how close he gets to her when he talks. The victim may want to discuss this with a friend. The only way to know if it is harassment is to politely ask him to change his behaviour i.e.,

Please don't come so close to me. It makes me uncomfortable.

Please don't follow me around. It makes me uncomfortable/it feels odd/I am afraid.

If he really didn't mean to, he will usually apologise and never do it again. But if he means to harass you, he may laugh, or tell the victim that she is being over-sensitive or apologise but keep doing it.

If he does it again, the victim should say clearly and directly that his behaviour is unwanted and must stop. She can do this in person (preferably with a witness) or in a written message. Avoid engaging in a discussion, as the goal is to set a boundary, not to reason with him. If he is getting angry, walk away.

how safe the woman is currently from the harasser

who can such incidents be reported to at work (i.e., a committee, the supervisor, the employer, Human resource person) and how sympathetic they may or may not be, and what risks might be involved for the victim

If she is still unsure if it is deliberate harassment or just awkwardness, then she can move to Step Two.

If she is sure that it is harassment and she is feeling afraid of the person, then she should go straight to Step Three.

If the victim has been harassed by a colleague and there were witnesses who the victim trusts to back them up, the harassment could be reported immediately. In which case proceed directly to Step Three.

If the victim has been harassed by a colleague but there were no witnesses or CCTV or other proof, the victim may not want to report immediately for fear they will not be believed and may face further harassment without any protection or may face being dismissed. In which case, proceed to Step Three.

If the victim has been harassed by her boss or someone with authority, she may need to consider her safety carefully. If possible, she should avoid being alone with that person, if possible and helpful, she can take a day off work to have time to decide what to do. Proceed to Step Three.

Step Two: Keeping Records and Keeping Safe

Harassment is not usually one off, it is repeated and may escalate, both in frequency and severity. Therefore, it is important to keep notes about when it happens so the victim can monitor to check if it is escalating and also so she can use her notes to report the case. Buy a notebook and keep the records in one notebook. Store all the online evidence in one online folder or keep notes of how to access the online information.

Follow the outline of Appendix 5 (Case Assistance Record Form)

Keeping Records:

Keep a detailed record of every single incident. Dates, times and locations. The name of the harasser (if known) or a description of them. A description of the harassment behavior, what was said and done. A list of any potential witnesses. Any photos, audio or videos of the incident. Any CCTV footage.

Keeping Safe:

The victim should be careful to only discuss with trusted friends; especially if the person harassing her is a powerful or influential person.

If she needs information from other people, for example, CCTV footage, the friend or support person should help.

The victim should try to ensure that she is always near other people, and especially not alone in secluded, isolated places. If she has to go somewhere (i.e., the storeroom or to a local shop) alone, she can tell someone she trusts where she will be and when she will return.

Vary her routine as much as possible, so the harasser does not know where she will be.

She should try to keep her phone with her at all times, and call her friend or support person if she is being harassed or afraid.

She can also carry a whistle, or something to make a loud noise to use if the harasser comes near her; the noise will attract the attention of other people and might deter him from harassing her. But she should also make sure that she has an escape route.

If the harasser following her on the street, she might be able to go into a shop where she can just stay or tell the shop keeper that someone is following her and she is afraid.

When you see from your notes that the harassment is more often and/or more serious, then you should immediately move to Step Three

Step Three : Report to Relevant Bodies

If the harassment has not stopped or is increasing in frequency or intensity, it is best if she can report it so that people with authority are responsible.

If it feels safe and she trusts her work colleagues, she can tell them what is happening to her. It is possible that the person harassing her is also harassing other women and then they can take collective action to stop the perpetrator.

She can ask someone with experience or authority to help her report. This may be to the workplace leader, a union leader, or the Women exchange leader or a staff member from a local organization. She can report to her supervisor or human resources person or employer. Some workplaces have a policy on harassment and have a committee to implement this. Ask if her workplace does and if so, report directly to them

Organize the evidence and prepare a formal, detailed complaint letter outlining the issues and requesting an investigation. Take all the evidence (notebook, photos, videos, screenshots etc.) to the meeting.

If she has tried reporting it in the workplace but is not being taken seriously or no action is being taken, she can report to the Labour Protection and Welfare Office directly. She can go alone or with someone with experience of dealing with the office. The LPO is responsible for ensuring that workplaces are conforming to the Labour Protection Act and that includes harassment as an offense if committed by the employer. If the harassment is by a work colleague and has been reported to the employer who has not addressed it, then the employer could be seen to be complicit in the harassment.

During the investigation, which will involve interviewing the harasser, witnesses and the victim, she may want to ask her supervisor to change her work sector or accommodation to be away from the harasser.

During this time, the harasser may be asked to change their workplace or in some cases, the victim may be asked to do this. Check that the move is safer and that the victim will not have any salary cut due to this change. While the investigation is underway, the victim and the support worker should not talk about the case except to those who are close and can be trusted with confidentiality. The victim should take extra cautions for her safety and immediately report anything suspicious to her employer, the LPO or the police.

Remember that the harasser has rights too so the investigation has to be fair to him too, but the safety of the victim should always be considered. The person in charge may ask for the victim and the harasser to meet so that mediation can happen. The victim has the right to say no if she does not feel it is safe or if she does not want to mediate.

Harassment in Public Space:

Step One: Assess Risks, Prioritize Safety with a Trusted Friend or Support Person

The victim can share what happened to her with a trusted friend. Share her fears, especially if she is being stalked or continually harassed by the same person.

She should try to avoid being alone. She may want to share her situation with trusted male friend(s) so that different people can accompany her.

There may have been witnesses or CCTV in the public place where she was harassed, in which case proceed to Step Three.

If she was harassed in a public place but there were no witnesses, then proceed to Step Two.

If she is being repeatedly harassed or stalked by the same person, proceed to Step Three.

Step Two : Keeping Records and Keeping Safe

Harassment is not usually one off, it is repeated and may escalate, both in frequency and severity. Therefore, it is important to keep notes about when it happens so the victim can monitor to check if it is escalating and also so she can use her notes to report the case. Buy a notebook and keep the records in one notebook. Store all the online evidence in one online folder or keep notes of how to access the online information.

Follow the outline of Appendix 5 (Case Assistance Record Form)

Keeping Records:

Keep a detailed record of every single incident. Dates, times and locations. The name of the harasser (if known) or a description of them. A description of the harassment behavior, what was said and done. A list of any potential witnesses. Any photos, audio or videos of the incident. Any CCTV footage.

Keeping Safe:

The victim should be careful to only discuss with trusted friends; especially if the person harassing her is a powerful or influential person.

If she needs information from other people, for example, CCTV footage, the friend or support person should help.

The victim should try to ensure that she is always near other people, and especially not alone in secluded, isolated places. If she has to go somewhere alone, (shopping, collecting children from school) she can tell someone she trusts where she will be and when she will return.

Vary her routine as much as possible, so the harasser does not know where she will be.

She should try to keep her phone with her at all times, and call her friend or support person if she is being harassed or is afraid.

She can also carry a whistle, or something to make a loud noise to use if the harasser comes near her; the noise will attract the attention of other people and might deter him from harassing her. But she should also make sure that she has an escape route.

If the harasser is following her on the street, she might be able to go into a shop where she can just stay or tell the shopkeeper that someone is following her and she is afraid.

When you see from your notes that the harassment is more often and/or more serious, then you should immediately move to Step Three

Step Three: Report to Relevant Bodies

If the harassment has not stopped or is increasing in frequency or intensity, it is best if she can report it so that people with authority are responsible.

Identify who has authority locally in the area where the harassment happened. This may be a respected/senior woman, leader of the village or teacher, or it may be the police.

If the harasser is known, then speak to the head of the village (if they are generally known to be fair and gender sensitive), the head of the village can then talk to the harasser or may report to the police.

If the harassment happened in public place, the women's or migrant organization can help report to the police. To report to the police either call the emergency line 191 or go to the police station in the same area as the harassment happened and file a criminal case. It is best to go to the police station with a Thai friend and someone who can translate. Remember that Amendment 30 of the Criminal Code now includes many forms of harassment so the police should make a report of the case.

Step Four : Getting Justice

Despite the changes in the law, which under Criminal Code Amendment No.30 recognise stalking and online harassment as criminal offenses it may still be a challenge to get the police to take the case seriously. To assist in pushing the case through the system, it will be advisable for the organization supporting the victim to have a lawyer on board or at least to consult with.

Generally, the steps for taking the case through court to a decision are the same as outlined in Track One.

For compensation, according to the "Damages for the Injured Person and Compensation and Expense for the Accused in Criminal Case Act 2001 (BE 2544), assaulted women can claim damages incurred, whether for medical treatment, or physical and mental rehabilitation, or compensation for lost earnings. As the 2025 amendments strengthen penalties for harassment and bullying (making them serious offenses), the Victims Compensation Fund can more actively support these victims, whereas previously such cases were dismissed as trivial.

Victims can also use Section 44/1 of the Criminal Procedure Code to request the court to order the offender to pay compensation directly, which is now more applicable to the newly defined harassment offences.

Online harassment:

Step One: Assess Risks, Prioritize Safety with a Trusted Friend or Support person

The victim can talk to a close friend about her experience for support. Together they try to find someone they can trust who is knowledgeable about technology so they can give advice on how to keep the phone etc. safe.

If exposed to unwanted messages, pictures or videos online, counsel the victim to not respond or communicate with the online harasser. If she has to respond, she should clearly say that she does not want any further interaction with the harasser.

Step Two : Keeping Records and Keeping Safe

Harassment is not usually one off, it is repeated and may escalate, both in frequency and severity. Therefore, it is important to keep notes about when it happens so the victim can monitor to check if it is escalating and also so she can use her notes to report the case.

Follow the outline of Appendix 5 (Case Assistance Record Form)

Keeping Records:

Keep all messages, emails, screenshots of social media posts, or voicemails. Collect all available evidence, including IDs, URL, and account names. Save chat logs, screen shots, messages, images, or relevant videos. Then share these materials with a trusted person, so they are aware of what happened.

Keeping Safe:

1. She should be helped to block communication channels with individuals who are harassing her, are coercive, threatening, or attempting to exploit her. Block the harasser on her phone, email, and all social media accounts
2. Do not delete social media accounts or messages and materials that may serve as evidence.
3. Report the harasser(s) on the platform. See Appendix 3 for details of how to do this.
4. Review and tighten up privacy settings on social media platforms and other applications.
5. Help her to protect all her online accounts with a strong password. If the person abusing her knows any of her passwords, change them straight away.
6. if she is receiving unwanted calls: if she doesn't recognise the number, advise her not to answer the phone. If she does answer and she doesn't know the caller, then she

should be advised not to answer any questions about herself or her family, no matter how honest they sound.

When you see from your notes that the harassment is more often and/or more serious, then you should immediately move to Step Three

Step Three : Report to Relevant Bodies

Thailand now has two online systems to report non-consensual explicit images or online sexual harassment but as of June 2026 the websites are all in Thai and appear to require Thai ID. This may change in the future. The two online systems are:

The “Take it Down” platform which is for the removal with 15 days of reporting online images (participating companies include Meta/Facebook and Tiktok) of under 18 yr olds.

The Court Integral Online Service (CIOS) under the Ministry of Justice. Victims can petition the judiciary directly for takedowns without needing a police investigation file first.

Support persons can contact lawyers or NGOs to check whether migrant workers can use these platforms.

If not, then the support organization can contact the platforms (i.e., Facebook, TikTok etc.) to remove the materials. Report to the platform where the abuse is happening: use built-in tools on platforms like Facebook, Instagram or LINE to report harassment. See Appendix 3 on how to report to social media platforms.

Despite the changes in the law, which under Criminal Code Amendment No.30 recognise stalking and online harassment as criminal offenses it may still be a challenge to get the police to take the case seriously. To assist in pushing the case through the system, it will be advisable for the organization supporting the victim to have a lawyer on board or at least to consult with.

Generally, the steps for taking the case through court to a decision are the same as outlined in Track One.

For severe distress, contact mental health services at 1323 or 1300 for Thai language or XX for Burmese language. A list of resources for cyber related crimes is included in Appendix 3.

For compensation, according to the “Damages for the Injured Person and Compensation and Expense for the Accused in Criminal Case Act 2001 (BE 2544), assaulted women can claim damages incurred, whether for medical treatment, or physical and mental rehabilitation, or compensation for lost earnings. As the 2025 amendments strengthen penalties for harassment

and bullying (making them serious offenses), the Victims Compensation Fund can more actively support these victims, whereas previously such cases were dismissed as trivial.

Victims can also use Section 44/1 of the Criminal Procedure Code to request the court to order the offender to pay compensation directly, which is now more applicable to the newly defined harassment offences.

TRACK THREE: DOMESTIC VIOLENCE (DV)

Sometimes called “Intimate Partner Violence (IPV)” or “Domestic Abuse”

General Definition:

Domestic violence occurs within the family or between former spouses or partners. It can be defined as a pattern of behaviour that is used to gain or maintain control over an intimate partner or a family member. It may involve acts of physical, sexual, psychological, emotional or economic violence. It involves conducts that frighten, intimidate, terrorize, manipulate, hurt, humiliate, blame, or injure, the victim.

Domestic violence incidents are rarely isolated, and usually escalate in frequency and severity. Domestic abuse may culminate in serious physical injury or death.

Although the vast majority of domestic violence is perpetrated by men against women, there are cases of women abusing their male partners and domestic violence also occurs in same sex relations. Victims of domestic abuse may also include a child or other relative, or any other household member.

Examples:

- Physical violence or threats of physical violence
- Controlling behavior: not allowing friends to visit; not allowing the partner or victim to go out, to have money to spend, to work. Apologizing after violence with promises this is the last time.
- Threatening to take the children away
- Sexual abuse. A partner may be forced to perform sexual acts against their will. Any form of sexual contact with a child.
- Neglect: denying access to medical care, deprivation of basic needs,

What is important to understand about domestic violence.

Women in abusive domestic situations often stay with their partners or return to their partners many times. This may be because:

- Domestic violence is as much about control as about violence. The abusive partner wants to control every moment of their partner’s life.
- The regular abuse is making her feel helpless, worthless, powerless and she doesn’t feel like she can survive on her own
- She wants to believe her partner loves her and will change so she accepts his apology.
- She is dependent on him – for her legal status in Thailand and/or financially.
- She cannot look after the children alone.

- The community will not accept her leaving him.
- She can't see any alternative (accommodation, work, legal status, children etc.)

What the Thai Law says

Victims of Domestic Violence Protection Act B.E. 2550 (2007) (DVA)⁴

The objective of the law is to allow the offender to be rehabilitated rather than punished.

But if the violence is severe and is covered by other laws and the punishment is higher in these laws, i.e., the Criminal Code, the case is tried in a Criminal Court.

- Domestic violence is defined under Section 4 of the DVA as:
- any act done either intentionally or in a manner likely to cause harm to body, mind, or health of a family member; or
- coercion or immoral influence over a family member in order to wrongly cause him or her to commit an act, yield to an act, or to refrain from act.
- Acts committed through negligence are specifically **exempted**.

A family member is defined under Section 3 as a spouse, a former spouse, those who cohabit or used to cohabit as husband and wife without registering for marriage, a child, an adopted child, members of the family, as well as any person who depends on or lives in the same household.

The Juvenile and Family Court and Procedure Act B.E. 2553 (2010)

⁴ The Promotion of Development and Protection of Family Institution Act B.E. 2562 (2019) was designed to replace the Victims of Domestic Violence Protection Act (2007) but was suspended shortly after its enactment because the relevant officials, judges, court had not got the expertise to implement the law and did not agree with its procedures. As of time of writing (December 2025) the 2007 DVA Act is being utilized.

- This is the law on the procedural process of the juvenile and family court, which is the court that has jurisdiction over domestic violence cases ("**Juvenile and Family Court**").

The Criminal Code

Where domestic violence includes the following acts, they can be tried under the Criminal Code in a criminal court

- bodily harm — whoever causes injury to the other person's body or mind
- offense against liberty — whoever compels the other person to do or not to do any act, or to suffer anything by putting him/her in fear of injury to life, body, liberty, reputation or property of him/her or another person, or who commits violence so that he/she does not do such act or suffer such thing
- rape — whoever has sexual intercourse with another person who has the inability to resist by committing any act of violence or by causing such person to mistake himself/herself as another person. The law now includes rape of spouse.

In these cases, the victim and support person can follow the steps onwards step 3 in Track One.

Constitution of the Kingdom of Thailand B.E. 2560 (2017)

- Article 4 establishes that human dignity, rights, liberties and equality of persons are protected. It also prohibits discrimination and guarantees equal protection before the law. (Note that some of the Rights and Liberties under Article 3 are limited to Thai nationals but the protection of human dignity under Article 4 is for everyone.)

Summary of Steps of What to Do in case of Domestic Violence

Step 1 - Confide in trusted person and make a safety plan
People Involved - Victim of domestic abuse, Trusted friend or community leader Time Frame – Anytime Expected Outcomes - Safety plan is made. Options of alternative plans are offered.
Step 2 - Responding to immediate injuries or health issues
People Involved - Victim of domestic abuse, Trusted friend or community leader, Health carer/counsellor (OSCC), Doctor Time Frame – Immediately if serious injury, or as soon as possible in other circumstances Expected Outcomes – Physical injuries are treated. Prophylactic treatment is given if needed. Follow up appointments are made. Forensic examination is taken if requested.
Step 3 – Community route
People Involved - Victim of domestic abuse, Trusted friend NGO/CSO, Community leaders, Family, Perpetrator, Witnesses

Time Frame - Only choose this route if you are sure the community will be supportive and not blame the victim

Expected Outcomes - Community responds to the situation to

- Stop abuse
- Rehabilitate perpetrator
- Support and ensure safety of victim

Step 4 - Applying for a Protection Order (under DVA law)

People Involved - The following people can file: The victim, A legal guardian, A lawyer representing the victim, A public prosecutor or law enforcement official, social workers or child welfare officers

Time Frame - As soon as possible after making a plan

Expected Outcomes – Case is successfully filed.

Step 5 – Court Review and Hearing

People Involved – Victim, Abuser, Legal Team

Expected Outcomes - If victim is in immediate danger, an emergency protection is ordered. If not, the court hearing will take place and the judge may issue a protection order

Step 6 – Enforcement of Order
People Involved – Judge, Law Enforcement
Step 7 – Severe cases filed in Criminal court
People Involved – Victim, Abuser, Legal Team Expected Outcomes – Follow procedure from Step 3 in Track One

Steps in Detail

Step One: Confide in a trusted person and make a safety plan

If the victim is in immediate danger (threat to life, injury) call 1669 for an ambulance or 191 for the police. Give your location and a brief description of the incident. Or Call the Ministry of Social Development and Human Security (MSDHS) 24hr hotline 1300. They can offer protection, counselling, shelter/referral to services (medical, legal, protection).

If children under 18 are involved, call 1387 (Childline Thailand) ensures that child protection laws and services are triggered

Note: In most cases, a woman being abused by her partner will try to keep it a secret or make light of it. She will only talk about it when it has become too serious, too often or she cannot bear it anymore. Nevertheless, she may still return to her abusive partner many times even after talking, or having a plan to leave. As her friend or her counsellor, you must be patient. You must not blame her. It is not her fault. Domestic abuse is about power; her abuser has power over her. As her friend or her counsellor, you must always be there for her, you must not show anger or frustration.

Talking about domestic violence: the trusted friend or counsellor can say:

I'm glad you came to talk to me/called me/messed me.

Do you feel safe to talk here/Are you in a safe place to talk?

(for phone calls): If your partner returns and you need to hang up, I will understand and you can call me again whenever it is safe.

Can you tell me about your situation?

What have you done before? Who, if anyone, have you talked to?

What have you thought about doing? What would you like to do? Remember she may want to try to improve the relationship/communication with her partner. She may want find ways to feel safer at home. She may want to plan to leave the relationship.

Make a Safety Plan: Keeping in mind that the victim may change her mind about discussing the domestic violence with you, it is important to set up a safety plan as soon as possible.

You can make the following suggestions to the friend experiencing domestic violence:

- Prepare an emergency bag / a grab bag with important documents, keys, essential clothing and other items such as toiletries, toys, some cash/card for yourself and your children, and keep in a safe place or with a trusted person
- If you have one, keep your phone charged and with you at all times. Record safe numbers under different names. Clear history of phone calls or internet connections related to domestic abuse.
- With close friend(s) who will help you, agree on a code word or sign or noise that will let them know that you are in danger.
- Agree on a plan with the friend which may involve calling the police, or local leaders; creating a diversion, being on the alert to go to her when the partner leaves.
- Never threaten to leave. It will make the abuser more vigilant.
- Make sure all knives and heavy objects are kept out of reach, preferably locked away.

These are immediate steps that the victim can take, to be safer at home and to have an immediate plan for safety after a domestic violence attack. At this point, the victim has not decided what her long-term goal is (i.e., improve the situation, be safer, leave, have the abuser punished etc.)

Step Two a: Responding to Immediate Injuries or Health Issues

The victim and her friend or counsellor should go to the OSCC, hospital or clinic if there are injuries that need immediate medical attention. Some domestic abusers are careful not to draw blood or hit in places which leave visible bruises. Ask where the abuser hurt her. Remember if he kicked or punched her stomach area or head, she may have internal bleeding and it is urgent that she sees a doctor.

Any of these places, hospital or clinic will do physical examination for external or internal injuries and treat them as needed.

The OSCC also has the expertise to provide counselling and support. The hospital or clinic may not have this experience and may only be able to treat the physical needs.

Step Two b: Responding to Other Needs

The OSCC may have the victim talk to a psychiatrist. If the victim is under 15yrs old this is always the case. The psychiatrist will outline the choices for the victim.

The OSCC will offer to do a forensic examination (see Track One, Step 3) in case the victim wants to take a case against her abuser.

If her husband or intimate partner forced her to have sex (raped her) she may not want to become pregnant and the OSCC can offer her the Emergency Contraceptive Pill (ECP). If the

abuser did not use a condom, they can also offer prophylactic medicine to prevent Sexually transmitted infections (STI) including HIV.

If the victim does not want to go back to the home, the OSCC may be able to liaise with the Social Welfare Department for the victim to temporarily stay at the Shelter for Women and Children. However, there may be language and cultural difficulties. Other possibilities are listed in Appendix 1, List of Shelters, the support person can add to this list for sympathetic shelters in their areas

Step Three: Community Route

After the initial health check or after the support from the OSCC, the victim of domestic abuse may decide that she wants to try and resolve the problem with the help of the community. Discuss with her, whether she expects the community to understand her and be sympathetic or whether they are likely to side with her husband and blame her and expect her to return to him without complaining or without him promising any changes.

If she is undecided, the support person can make some initial informal enquiries in the community to get a sense of levels of empathy or blame.

If the victim goes ahead with this route, she may contact a community leader, this may be the village head or the women leader or the abbot or other religious leader to work with her, the abuser and family members to find a way to stop the abuse.

The community leader may discuss privately with the different parties and then bring them together to negotiate how to live together without abuse and what to do when the abuse is about to happen and what the community will do if the abuse happens.

The aim of the community route is to:

- Stop abuse recurring
- Rehabilitate perpetrator
- Support and ensure safety of victim
- To have a plan to act as a community if the abuser is being violent.

Step Four: Applying for a Protection Order

If the victim wants to apply for a protection order, then they need to petition to the Family Court or Provincial Court.

Before going to the court, the victim and support person needs to gather as much evidence as possible, this may include:

Police reports, if she has reported previous incidents to the police

Medical records with details of injuries.

Photos or videos of the abusive actions.

Threatening messages (texts, social media messages).

Witness testimonies from family, friends, or neighbors

Step Five: Court Review, Hearing and Protection Order

If the victim is in serious danger, the court may immediately issue an emergency protection order. If the danger is not imminent then a court hearing will be held, at which the victim and the abuser must attend. The judge then may issue a final protection order after reviewing the evidence.

Step Six: Enforcement of the Protection Order

The court should then notify the local law enforcement to monitor and enforce the protection order. If the abuser violates the order it can result in arrest, fines or imprisonment.

Step Seven: Reporting to the Police

The victim or witness can file a complaint at the local police station, particularly when the injuries are severe and the abuser would be charged under the Criminal Code. When the complaint is filed with the police, the police must investigate the case immediately. They have to subsequently send the offender the case file and submit the case file and the opinion to the prosecutor so that the prosecutor can file a case with the court.

The police should take a victim statement and file an official report and then investigate the case and refer to court for prosecution under the DVA or Criminal Court.

The case could also be tried in a Criminal Court if the offense of domestic violence is also an offense under other laws, such as the Criminal Codes, that have a higher maximum punishment. For example, if the act committed includes both domestic violence and attempted murder, the criminal court or the provincial court, will have jurisdiction over such cases.

Provisional Relief Measures

Can it include custody of the child? Yes

The scope of the provisional relief measure under the DVA is very broad and so gives the competent official the ability to impose any order as necessary and appropriate, which includes the order for the offender of domestic violence to pay for the basic "**relief fund**," the initial fund for the damage caused by the domestic violence or any necessary expenses and the order

concerning the care of a child. Thus, this provisional measure may also include matters regarding temporary custody of a child or child support.

Can the abuser be ordered to move out or stay away from places that the victims frequent?

Yes. The provisional relief measure under the DVA includes an order prohibiting the offender of domestic violence from entering the residence of the family or approaching an individual in the family.

How long does it take for a provisional relief measure to take effect? Is it useful in an emergency?

Yes. The provisional relief measure can be started immediately if the competent official thinks is necessary. But the provisional relief measure can only be enforced for 48 hours unless there is a court order to continue the enforcement of the measure.

Under the DVA, the competent official can order provisional relief measures without the offender being present.

WELFARE PROTECTION ORDERS

1. Emergency Protection Order/Provisional Relief

Issued immediately when there is an imminent threat to the victim.
Prevents the abuser from contacting or approaching the victim.
Can order the removal of the abuser from the residence.

2. General Protection Order

Issued after a court hearing with both parties present.
Can include long-term restrictions on the abuser's actions.
May include mandatory counseling for the abuser.

3. Protection Order for Minors

Specifically protects children exposed to domestic violence.
May assign temporary custody to a safer guardian.

When can the request for a protection order be made?

Under the DVA, the complaint must be made within three months from the date that the victim has the ability or opportunity to notify or file a complaint.

Who makes the decision at the court?

During the investigation or trial, the Juvenile and Family Court can order any protective measure. The court can also decide whether to continue enforcing any protective measure issued by the official beyond the 48 hours limit. The court has the right to revise or revoke previous orders or to prescribe additional conditions.

Can a child be called to testify as a witness?

Yes, but if the child is testifying as a witness there must be a psychologist or social welfare worker present as well as a person requested by the child and prosecutor.

What remedies are available to the victims?

The victim can obtain reimbursement for costs and restitution paid or recover lost wages but it depends on the discretion of the official.

What if the victim is a child?

The Child Protection Act B.E 2546 (2003) may be used instead of the DVA.

Do judges follow special rules to determine custody or visitation of children in domestic violence cases?

Under the DVA, generally, the court will consider the protection of the domestic violence victim's rights; the reservation and protection of the marital status (if the marital status cannot be preserved, the divorce will be completed with fairness and minimum damage by considering the welfare and future of the child as a priority); family protection and support (especially when the family is responsible for taking care of and providing education to the family member who is a minor); and the different measures to assist the husband and wife and family member to live in harmony and to improve the relationship between themselves and a child.

Are there criminal penalties?

Yes. Under the DVA, domestic violence is a criminal offense whereby the offender could be subject to a maximum six months of imprisonment and/or a maximum fine of THB 6,000.

What is the result of a violation of an existing order for protection?

Under the DVA, the offender who violated the provisional relief measure issued by the competent official and/or approved by the court could be subject to a maximum three months of imprisonment and/or a maximum fine of THB 3,000. In the case of a violation of the provisional relief measure issued by the court, the offender could be subject to a maximum six months of imprisonment and/or a maximum fine of THB 6,000

What other types of penalties are there?

Under the DVA, the court is entitled to determine the method to rehabilitate, treat and control the behavior of the offender; order the offender to pay the relief fund or perform public service; omit the act that causes the domestic violence; or order the offender to parole in lieu of punishing the offender.

Watch the law!

On 18 March 2025, the Cabinet approved a draft bill to provide greater protection for victims of domestic violence, proposed by the Ministry of Social Development and Human Security, it seeks to amend the Domestic Violence Victim Protection Act B.E. 2550 (2007). by broadening the definition of "domestic violence" to cover sexual harassment and actions that intend to cause physical, mental, and health-related harm, as well as damaging a person's reputation.

The draft bill increases penalties for domestic violence. Offenders will be subject to a prison sentence of up to six months, or a fine up to 60,000 baht (previously 6,000 baht), or both. Repeat offenses within three years after the previous offenses, or offenses against minors aged below 18, will carry penalties up to 50 percent higher than the punishment stated in the law.

The amendments to the Domestic Violence Victim Protection Act aims to prevent domestic violence from reoccurring, protect victims' welfare, and enable authorities to provide effective assistance to the victims⁵. As of December 2025, these proposals have not been gazetted as amendments to the DVA and are therefore not yet part of the law. The No 30 Amendment to the Criminal Code however does already extend the definition of sexual harassment and victims of

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[https://thailand.prd.go.th/en/content/category/detail/id/48/iid/374462#:~:text=2550%20\(2007\),increase%20penalties%20for%20domestic%20violence.](https://thailand.prd.go.th/en/content/category/detail/id/48/iid/374462#:~:text=2550%20(2007),increase%20penalties%20for%20domestic%20violence.)

domestic violence could use the criminal court to seek justice, although this is a difficult route for cases involving family members. Watch for updates to the Domestic Violence Victim Protection Act.

GAPS AND RESPONSES

The Automatic Response Mechanism lists the steps that can be taken to protect the victims of violence and harassment. However, women's groups and migrant organizations should not wait until abuse has happened. Ongoing activities to build awareness, change mindsets that allow the abuse of women and which try to address problems before they arise are needed.

Below is a chart of some of the gaps that migrant women groups have identified which need to be addressed in order for migrant women to live more safely and securely and for ARM to be successfully implemented. Alongside the gaps are possible responses or actions that can be taken within migrant communities.

Migrant women groups can add to these gaps and responses as issues arise in their communities.

	GAPS/PROBLEMS	POSSIBLE RESPONSES
Community	- The community may not have any information about harassment, rape or domestic violence - Victim may not want to talk to anyone (afraid, shy, worried about the stigma from the community)	- Distribution of posters and brochures in the community with basic information on harassment, rape, domestic violence and what to do in such cases - Organize activities with men to raise awareness and reduce violence against women in the community - Organize ongoing campaigns and trainings about sexual and gender-based violence and related legal issues. - Ongoing empowerment and capacity building activities

	• Women may not be believed • Some women in the community may be judgmental, blame the victim or just not have enough information to help.	of migrant women • Ongoing awareness campaigns in community such as adding violence against women to the agenda of community meetings • Organize workshops on basic counselling principles with all women in the community. • Widespread dissemination of telephone numbers of women's organisations, NGOs, and government agencies with the names and contact details of key persons and with description of the roles of each agency, including information about free telephone hotline services where available.
Migrant women leaders or local CSOs	• CSOs may not have the skills to complete the case forms. • CSOs may not have the	• Provide relevant training • Organize Discussion sessions at regular intervals with all

	skills to monitor the progress of the cases • Women's organisation may not be able to provide safe accommodation or security. • It is difficult to maintain confidentiality in CSOs' networks • Lack of human resources in organisations means that women trained as counsellors also have other duties, and may not have time to give proper counselling. Counselling is not seen as a position in of itself.	concerned on ARM, to introduce and make changes as needed from the experience of community of using ARM to improve the process • Organize consultation meetings with support groups. • Joint efforts are made to provide safe accommodation and security. • Refer to the list of shelters in ARM. • Organisations hold policy discussions to develop guidelines for members on issues of confidentiality • Organisations appoint counsellors as a position within the organisation. More strict selection of trainees for counselling training. Trainees who pass the training are expected to work in the position of counsellor.
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	CBOs can help registered migrants but have difficulty helping unregistered migrants	System of referral to NGO. Discussion and meetings between CBOs and NGOs to determine role and responsibilities of each partner
Hospital and OSCC	- One stop crisis centres and Hospitals may not provide privacy and confidentiality - There may not be a one stop crisis centre in the nearest hospital	- Women's organisations and NGOs should make contact with the One stop crisis centre in their area and hold discussions regularly. - In areas where there are many migrant women, Women's Organisations/ NGOs/ CSOs should build relations with the nearest hospital
VICTIM	If the victim is mentally ill, a young child or severely traumatized, she may not be able to decide for herself.	Rape in any of these cases is considered to be statutory rape and the case is automatically taken to court. There should be discussions and agreements among those closest to the victim in order to provide an ongoing support system.

	Unregistered migrants may be afraid to ask for help	Let migrant community know that migrant NGOs work on a principle of no discrimination and will listen to the migrants' concerns and discuss the risks with her to allow her to make her own decision.
POLICE, POLICE STATIONS AND THE LEGAL PROCESS	- Police stations do not always have women police officers. - Police may not have any understanding of how the victim feels and how to ask questions sensitively. - Police stations may not have a special room for interviewing the victim. - There may be no interpreters or there may be only male interpreters for migrant workers at the police station.	- Advocacy and support for women police officers at all police stations. - Trainings for police on issues of violence against women. - Advocate for and monitor the adherence to the criminal procedure code which calls for all police stations to have special rooms for interviewing children and victims of violence and women police officers for cases of VAW. - CSOs organize to provide the woman interpreters. - Trainings may be required among the CSO network for suitable interpreters and where possible to pass the

	• Witness may be afraid to report to the police. • Difficulties in ensuring the safety of the Victim and witnesses in cases where the perpetrator is powerful or influential. • The case may progress very slowly and there may be lack of follow-up by the police. • In some cases, the victim may be pressured to accept the compensation instead of taking legal case.	accreditation to be allowed to translate in court. • Campaign for the Witness Protection Act to be implemented effectively. • Raise this problem at network meetings of CSOs and Local Authorities to find joint solutions. • CSOs or the Lawyers follow-up regularly with the police. • CSOs provide the pros and cons of taking compensation vs taking legal case and allows the victim to make their own decision.
MEDIA	• Information may be leaked to the press or media during the case.	• Advocate for laws to protect the rights of victims of abuse in media reports • Meetings with media to seek cooperation on reporting incidents of

	• Women's organisations may have limited contacts with the media.	violence • CSOs compile and circulate list of sympathetic people working in media.
Labour Protection and Welfare Office	• They may be reluctant or not have experience of taking sexual harassment cases as per section 16 of Labour Protection Act.	• CSOs should offer trainings on responding to sexual harassment in the workplace. Advocate the ratification of ILO Convention No. 190, Ending Violence and Harassment in the World of Work. Advocate for including the colleague-to-colleague harassment in the Labour Protection Act.

APPENDIX 1 - SERVICE PROVIDERS AND CONTACT DETAILS

Legal Aid Support Organizations			
1	Chaing Mai, Mahachai	Human Rights and Development Foundation	081-5957578
2	Mae Sot	Burma Lawyer Council	088-4981168
3	Samutprankan, Bangkok, Mahachai, Samutsarkorn	Rakthai Foundation	092-8025000

Counseling and Service Referrals Support Organizations			
1	Chiang Mai	MAP Foundation	053-328134
2		Migrant Worker Federation	062-8255738
3		Worker Justic Group	062-0847204
4		Empower Foundation	053-282504
5	Samutprankan, Bangkok, Maharhai, Samutsarkorn	Raks Thai foundation	092-8025000
6	Chonburi	Right and development for migrant workers network	096-8561078
7	Bangkok	Bangkok sister group	064-9081454
8	Phuket, Phang Nga, Ranong, Suratthani	Foundation for Education and Development	076-679574, 083-6334638
9	Hat Yai	Labour Rights Foundation	095-0177298
10	Maesot	MAP Foundation	055-536685
11		Burma Lawyer Council	088-4381168
12		SAW foundation	065-4944900
13		Suwannimit Foundation	055 030 425, 095-6436226
14		Mae Tao Clinic	062-4674167
15		Joy House	098-8773439
16		The Rise Center	092-8088078

Care centers for women and children who suffer from violence.			
1	Mae Sai Chiang Rai Province	Mae Sai Hospital	053-734224
2		Mae Sai District Public Health Office	095-6879902
3		Women's and Family Development Learning Center Chiang Rai Province	1300 , 053-723950
4		Northern Women's Development Foundation	053-702763
5		Center for Girls Foundation	081 882 4985
6	Mae Hong Son Province	Mae Hong Son Provincial Social Development and Human Security Office	053-611261 ,053-611205
7		Mae Hong Son Provincial Women's Role Development Fund Office	053-612196
8	Mae Sot	Mae Sot Municipality (Social Work Department)	055-547449
9		Reliability Center (OSCC) Mae Sot Hospital	1300 , 055-531224, 055-531229, 055-531990
10		Tak Provincial Office of Social Development and Human Security	055 511 452
11	Chiang Mai Province	Chiang Mai Provincial Police	053 112 716
12		Women's Law and Rural Development Foundation	053 - 943 572

13		Northern Women's Development Foundation	053- 702763, 053-702764
14		Human Rights and Development Foundation	081-5957578
15		Baan Dek Foundation	053- 222 211
16	Bangkok	Department of Women's Affairs and Family Institutions	0 265-9 6730, 1300)
17		Pavena Foundation for Children and Women Hotline	1134 (24 hours) 098-4788991, 062-5601636, 081-8901355
18		The Foundation for Women (FFW)	0-2433-5149, 0- 2435-1246
19		Association for the Promotion of the Status of Women (Emergency Shelters)	029-292308, 029-2923013 Ext. 109
20		GIRL x GIRL Thailand	065-9955191
21		Pratthanadee Foundation	02-3314731
22		Good Shepherd Thailand	085-9086560
23		National Women's Council under the Patronage of the Queen	02-1179353
24		Friend of Women Foundation	02-5131001
25		Alliance Anti Traffic	02-21451578, 061-7138740
26		Tham Thang Foundation, Tantawan Legal Clinic	085-7429948
27	Samut Prakan Province	Social Assistance Hotline (Ministry of Social Security)	1300 (24-hour toll-free).
28		Samut Prakan Provincial Social Development and Human Security Office (PMDC)	0 23-95 2224, 023-954136
29		Samut Prakan Children's and Family Home	0 24-63 59634
30		Samut Prakan Provincial Homeless Protection Center	0 24-62 6755

31	Phuket Province	Phuket Provincial Office of Social Development and Human Security	076-212762 , 076-212726
32		Baan Si Chumphaban Foundation	02 2-45 0457
33	Takua Pa District, Phang Nga Province	Phang Nga Provincial Social Development and Human Security Office	076- 412 179
34	Ranong Province	Provincial Social Development and Human Security Office	0 77-80 012830
35		Shelter for the Protection and Welfare of Victims of Human Trafficking	077-81 0375 6
36	Surat Thani Province	Raks Thai Foundation, Surat Thani	077-960177
37		Surat Thani Provincial Office of Social Development and Human Security	077 355 080-1
38	Hat Yai Songkhla Province	Provincial Social Development and Human Security Office	0 74-31 1188, 0 74-31 3620
39		Shelter for the Protection and Welfare of Victims of Human Trafficking	0 74-58 4316
40		Southern Women's and Family Development Learning Center	0 74-58 4111 3

APPENDIX 2 - EMERGENCY CONTRACEPTIVE PILLS (ECPs)

What are ECPs?

ECPs are the use of oral contraceptives within 72 hours after sexual intercourse to prevent pregnancy. They should only be used in emergencies: in cases of rape, unprotected sex or condom breakage. Women's organisations can keep a supply of ECPs for emergency cases.

What types of ECPs are available?

There are two families of emergency contraceptive pills. They are POPs (progestin only pills) and COCs (combined oral contraceptives)

POPs

contain only levonorgestrel. One dose equals 0.75mgs of levonorgestrel. In Thailand it is sold as POSTINOR in a small box with two tablets; one box costs about 40-60 baht. Take one dose within 72 hours after unprotected sexual intercourse, and then take another dose 12 hours later

The sooner you take the first dose the more effective. It is 95% effective if taken within 24 hours and 85% if used within 72 hours.

COCs

57% effective if used within 72 hours, 85% effective if used within 24 hours
Contains both levonorgestrel and ethinyl estradiol

In Thailand most pharmacies sell the COCs in sets, you should ask for an emergency contraceptive for 72-hour usage. The set costs between about 100 – 150 baht.

How to ask for emergency contraceptives in Thailand:

The general word for emergency contraceptive is: *“ya met kum gam nert chuk chern”* (write in Thai too so they can show the pharmacy) But for the POP you can just ask for POSTINOR

Who can use ECPs?

Any young woman can use ECPs, even those who cannot regularly use oral contraceptives because of migraine headaches, severe heart and blood vessel disease or acute liver disease.

Are there any side effects of ECPs?

Yes. They may include nausea, vomiting, headaches, dizziness, fatigue, breast tenderness, Irregular uterine bleeding, missed menstruation.

Side effects can be unpleasant but typically do not last more than 24 hours after the second dose is taken. Nausea and vomiting are more common with COCs than with POPs. Antiemetic drugs can help minimize these side effects.

- Counselling issues:
- Counsel about proper pill dosage.
- Possible side effects for ECPs containing estrogen: nausea and vomiting.
- Antiemetic drugs can help reduce nausea. Nausea and vomiting less common with progestin-only ECPs.
- Start within 72 hours after unprotected intercourse. The earlier the more effective.
- Counsel to have a pregnancy test if menstruation is more than one week late.
- If vomiting occurs within two hours of taking pills, some experts recommend repeating the dose.
- You can obtain ECPs at the pharmacy.
- ECPs do not cause menstrual bleeding to start immediately. Menses may start a few days earlier or later than usual.

APPENDIX 3 - REPORTING ONLINE HARASSMENT ON THE PLATFORM

How to Report on Facebook/Meta (Mobile/Desktop)

1. **Find the Content:** Go to the post, comment, message, photo, or profile you want to report.
2. **Click the Menu:** Tap the three dots (•••) or the "Report" link near the content.
3. **Select Report:** Choose "Find support or report" or a similar option.
4. **Choose a Reason:** Select the most relevant category, such as "Harassment," "Spam," or "Nudity/Sexual Content," depending on the issue.
5. **Follow Prompts:** Provide specific details as Facebook guides you through the reporting process.

For Direct Messages (Messenger)

- Open the conversation, tap the person's name at the top, and look for options to report the conversation or block the user.

What to Do Next

- **Block the User:** In the same menu where you report, you can also block the person to prevent them from contacting you or seeing your profile.
- **Adjust Privacy:** Use your settings to control who can message you or see your posts.
- **Take Screenshots:** Save evidence of the harassment for your records.
- **Contact Law Enforcement:** If you feel threatened or the content is illegal, report it to your local police.
- **Utilize Meta (Facebook) Resources:** For non-consensual intimate imagery (NCII) or sextortion, Meta offers resources and tools like [StopNCII.org](https://stopncii.org) (for those 18+) to prevent image sharing.

How to report on Tiktok

In-App Reporting

- **For a Post/Video:** Press and hold the video, tap **Report**, then select a reason (e.g., Hate & harassment, Violence & exploitation), and submit.
- **For a Comment:** Tap the comment to report, select your reason, and submit.
- **For a Profile:** Go to the profile, tap the three dots (or arrow), select **Report**, choose a category like "Hate and harassment," and follow prompts to specify.
- **For a Direct Message:** Open the conversation, tap the message, then **Report**, and choose a reason.

Specialized Webforms (for detailed reports)

- **For CSAM/Child Exploitation:** Use TikTok's specific webform for reporting exploitation of young people for detailed investigation and updates.
- **For Other Abuse:** [Report Harmful Content's website](#) offers a way to submit harmful content on TikTok for review.

What Happens Next

- TikTok's moderation team reviews report against their Community Guidelines.
- If a violation is found, action is taken, potentially including content removal.
- For CSAM reports, TikTok can provide updates on their investigation.

If You Need Support

- TikTok's Safety Center offers resources for abuse survivors.

To Block someone on TikTok

Blocking someone on TikTok means you can't view each other's posts, find each other's profiles in search, or exchange direct messages. You may still see them in multi-host LIVE, Duets posted by others, or shared group chats. People you've blocked won't be notified when you block them, and any prior connection with them will be removed. If you believe someone on TikTok violates our [Community Guidelines](#), please [report it to us](#).

To block someone:

1. In the TikTok app, go to the person's profile.
2. Tap the **Share** button at the top.
3. Tap **Block** at the bottom, then tap **Block** again to confirm.

To block multiple people:

1. In the TikTok app, go to one of your posts.
2. Tap the **Comments** button.
3. Press and hold the comment, then select **Manage multiple comments**, or tap the **Filters** button at the top.
4. Select the comments from accounts you want to block, then tap **More** at the bottom.
5. Tap **Block accounts**.
6. Tap **Block** to confirm.

After you block someone on TikTok, you can [find your blocked list](#) in your settings. If you are a

parent or guardian, you can view all your teen's blocked accounts on their TikTok profile through [Family Pairing](#).

To unblock someone:

1. In the TikTok app, go to the person's profile.
2. Tap the **Share** button at the top.
3. Tap **Unblock** at the bottom to confirm.

Alternatively, you can browse content only in your Friends Tab and Following feed, manage your settings for [direct messages](#), [turn off notifications](#) to reduce distractions, and use [Restricted Mode](#) to limit exposure to content that may not be comfortable for everyone.

<https://support.tiktok.com/en/using-tiktok/followers-and-following/blocking-the-users>

LINE app

To report harassment from someone in a chat on LINE:

Tap the = (3 lines) at the top of the chat to go to Settings

Tap Report

Select your reason for reporting the person, then tap Agree and Send

To report an abusive chat message:

Tap and hold the message you want to report

Tap Report

Select your reason for reporting the message, then tap Agree and Send

Block the sender

APPENDIX 4 - NOTES FOR CASE WORKERS REGARDING CASE ASSISTANCE

Initial Conversations with Victim

The priorities in the first conversations with the victim is to ensure their safety and care, to counsel and to let the victim know their options. It is NOT to document the case

At this time, the case worker may take brief informal notes for their personal records and to aid follow up. They are informal and not to shared. Where possible, the case worker should inform the victim before taking notes.

If the victim decides they want to report to the OSCC and/or the police, more formal documentation is then needed and the Case Assistance Record (CAR) should be filled in with the written consent of the victim, before or after reporting to the hospital or police.

Limits of Confidentiality (Exceptional Situations)

Information shared in Case Assistance Record Form is treated as confidential, only to be shared on a need-to-know basis, that is if advice is needed regarding shelter, legal, health etc. In which case, the victim shall not be identified by name.

There may be exceptional situations where confidentiality cannot be protected, in line with safeguarding responsibilities:

Information may need to be shared without prior consent if there is a serious and immediate risk, such as:

- A child is believed to be at risk of harm, abuse, or neglect
- The life or physical safety of the victim or another person is at serious and immediate risk

In such cases, information will be shared only with relevant protection or emergency services and only to the extent necessary to ensure safety.

Wherever possible, the support person will inform the client before any such action is taken, unless doing so would increase risk.

APPENDIX 5 - CASE ASSISTANCE RECORD FORM



Day___/month___/year___/

Location _____

Support Person _____

Case type - _____

Item 1: Victim's personal detail

Full Name -

Age -

Sex -

Marital Status

Dependents (detail names, age, sex) -

Current Occupation -

Current Address -

Phone/Line number -

Contact detail of trusted friend/ family member -

Identification documents (Thailand):

ID details (Myanmar):

Contact details of relative in Myanmar:

In the case of children under 18 years old,
the name of the Parent or Guardian -

Contact -

Does the victim take any regular medication? If so, do they have that with them? If not, do they know the name of the medication?

Item 2: Details of Others Informed

Has the victim talked to anyone else about the incident?

If so, who? Name, contact details.

Has the victim been to a doctor since the incident?

Has the victim reported to the police?

Item 3: Details of the Accused/Perpetrator

Name of the Perpetrator (s) if known -

Occupation/workplace (if known) -

Address (if known)

Gender -

Age -

Relationship (if any) -
 Nationality -
 Description of Perpetrator -

Item 4: Details of Incident

Location -
 Time and date -
 Details of the Incident -
 Details of any witnesses -
 Impact on the victim -
 Physical/ Health ☐ Mental/Emotional ☐

Details _____
 Physical & Emotional State of Victim (Describe any cuts, bruises, lacerations, behaviour, and mood)

Impact on others (i.e., family members)

Item 5: Identifying the needs of the Victim

Medical Treatment ☐
 Consultation (what type of expert are you thinking of?) ☐
 Referral to Experienced Organization ☐
 Temporary Shelter (detail who needs the shelter i.e., children too?) ☐
 Legal Aid ☐
 Consultation with a lawyer ☐
 Support for child/children/elderly ☐
 Report to the Police Station ☐
 Going back to the Border ☐
 Return to home country ☐

Item 6: Immediate Actions taken

Item 7: Information for Referral Organization

The victim has/has not been treated by a doctor.
 If yes, date, location _____

The victim has/has not taken ECP, prophylactics for STIs and HIV

If yes, date, location_____

The victim is currently taking/not taking medication.

If yes, give details of the medication _____

The victim has/has not undergone a forensic examination

If yes, date, location _____

The victim has/has not reported the case to the police

If yes, date, location, name of lead officer, copy of the victim statement_____

If no, the victim wants to report to the police.

If the victim does not want to report to the police, why?

Item 8: Referrals

Victim's Consent for data in this form to be shared with the following organizations:

Referred Organization (s) ☐ _____

Others (please specify) ☐ _____

Consent for Referral and Information Sharing for Services

I, _____ (name), understand and agree that:

Signature _____

Name _____

Date _____

Item 9: Case progress (add pages as necessary)

Date.....

Details.....

Details.....

APPENDIX 6 - TRAINING IDEAS FOR SUPPORT WORKERS

For ARM to be successfully utilized it requires training of migrant women leaders to understand in depth the processes to respond to cases of violence against migrant women. It also requires that migrant women in the community are made aware of ARM and have the essential information, the abbreviated version of ARM can be used for this purpose.

To train support workers on using ARM, different training techniques can be used to ensure that the migrant women leaders are interacting with ARM as much as possible.

Suggested techniques are:

Role Play: acting out counselling sessions, visits to the police station etc.

Quiz

Listening skills exercise: where a person playing the victim recounts an incident and the counsellor responds, a third party who is listening during this interaction then reports back what she heard and remembers. Victim and counsellor comment.

Speed Dating

Participants are seated in two lines facing each other. Each line is given a role (i.e., one line is the victim of domestic abuse, the other line is the village head). They have 3 minutes to discuss (i.e., the victim tells the village head her situation and the village head makes suggestions). After 3 minutes, one line moves down one seat and they start again. After several moves, the village head can change to a police officer.

Speed dating can be used in many situations. It allows participants to experience different responses and also ensures that everyone is fully participating.

Market Place

The participants are divided into three teams. There are 3 flipcharts around the room. Each flipchart has one of Tracks written at the top. Each team starts at one board and writes down the steps that they remember. After a few minutes, the facilitator blows a whistle and each group moves on to the next chart and adds steps. Then move again and add more steps. Then return to the initial board and read out to everybody.

Live simulation

A scenario of a woman being abused trying to get help can be written up with everyone in the training assigned different roles. As the victim is going to different places (NGO, hospital, police) etc. new information can be handed to these places.

Quiz

Short Quizzes: should just require one- or two-word answers. Each participant can be given a sheet of questions and write the answers within a set time OR the questions can be read out loud by the facilitator and participants shout out answers, or raise their hand.

Long Quizzes: require more complex answers. The group should be divided into teams. They can discuss and write the answers as a team, then the facilitator asks different question per team and they get it correct they gain a point. OR the facilitator can read out the questions and the team who thinks they know the answer can raise their hands to answer. If they answer correctly, they score points. If they answer incorrectly, they lose points and another team can try to answer.

Track 1 (Rape) *(Answers should be on separate page)*

Part I: Short Quiz

1. If the victim is in immediate danger, which number should you call?
2. If you call 1669, which service will you get?
3. Within what time period must marital rape cases generally be reported?
4. Can a child under 15yrs consent to sex?
5. Can the victim report the rape later if she changes her mind?
6. If the victim is undocumented, who should be contacted before reporting to police?
7. How long do the police have to send the case to the public prosecutor from filing the case?
8. Can victims apply for compensation from DRLP without a court conviction?
9. If the accused is found not guilty or only sentenced with a fine, what support may the survivor need?
10. Should the survivor's name or the defendant's identity be shared publicly or with the media without consent or before final judgment?

Part II: Long Quiz

11. What circumstances can make sexual acts constitute rape under Section 276?
12. What should the lawyer ask police before an undocumented victim reports the case?
13. What should the victim avoid doing before the forensic examination to protect evidence?
14. If no hospital forensic test was done, what should the police do first?
15. If the victim is under 18, who must be present during the police interview?
16. In what situations are police not allowed to propose compensation settlement in rape cases?
17. When should the victim receive compensation in a police settlement case?
18. What can the Justice Fund help cover?
19. If a case is delayed, not progressing, or there are concerns about authorities or powerful perpetrators, which national organization may be able to help?
20. If the defendant is not imprisoned or not found guilty but the survivor is sure he is the rapist, what can be discussed?

Part I: Answer Key

1. Police 191
2. Urgent medical help
3. Within 3 months
4. No
5. Yes
6. Lawyer
7. One month
8. Yes
9. Safe accommodation and counselling support
10. No

Part II: Answer Key

11. When non-consensual penetration of the vagina or anus by any body part or object, or oral penetration by a sexual organ, is committed through coercion, threats, violence, inability to resist, or mistake of identity
12. Assurance that the victim will not be detained or deported when reporting the case
13. Changing clothes, showering, smoking, eating or drinking, urinating, brushing/combing hair, brushing teeth
14. Refer the victim to a hospital
15. Social worker, lawyer, guardian, psychiatrist
16. When the victim is under 15, critically injured or killed, there were multiple rapists, a weapon was used, or the perpetrator was a person in authority over the victim
17. Before the police finalize the settlement report
18. Legal costs, lawyer fees, court expenses
19. NHRC, National Human Rights Commission
20. Appeal, media, petition, or other legal actions

Track 2 (Harassment)

Part I: Short Quiz

1. Under Criminal Code Amendment No. 30, can harassment through computer systems, phones, or electronic devices be considered a criminal offense?
2. Does Criminal Code Amendment No. 30 apply to people of all ages, genders, and sexual orientations?
3. Does the Labour Protection Act clearly protect workers from colleague-to-colleague harassment?
4. If workplace harassment or public harassment has witnesses or CCTV, should the victim report immediately?
5. If the victim receives unwanted online messages or images, should she respond to the harasser?
6. Should the victim delete messages or accounts that may contain evidence?
7. If harassment does not stop or becomes more serious, what should the victim do?
8. During a workplace harassment investigation, can the victim request changes to work sector or accommodation for safety?
9. Can legal action be taken for stalking or online stalking?
10. Can victims of harassment request compensation for medical treatment, rehabilitation, or lost earnings?

Part II: Long Quiz

1. Under Amendment No. 30, what kinds of behaviour may constitute sexual harassment offences?
2. What is the maximum penalty for general sexual harassment causing distress or annoyance?
3. What is the maximum penalty for repeated or continuous harassment?
4. What is the maximum penalty for public or online harassment?
5. What is the maximum penalty when the offender is in a position of authority over the victim?
6. What is the maximum penalty for knowingly providing or controlling computer system services used for sexual harassment?
7. What is prohibited under Section 16 of the Labour Protection Act?
8. What details should the victim keep as evidence of harassment?
- 9.
10. If workplace harassment is not being taken seriously or no action is taken, where can the victim report the case?
11. Who may provide compensation to harassment victims under the justice process?

Part I: Answer Key

1. Yes
2. Yes
3. No
4. Yes
5. No
6. No
7. Immediately report to relevant bodies
8. Yes
9. Yes
10. Yes

Part II: Answer Key

11. Physical actions, words, sounds, gestures, communication, following, stalking, and online harassment
12. Up to 1 year imprisonment, a fine up to 20,000 baht, or both
13. Up to 2 years imprisonment, a fine up to 40,000 baht, or both
14. Up to 3 years imprisonment, a fine up to 60,000 baht, or both
15. Up to 3 years imprisonment, a fine up to 60,000 baht, or both
16. Up to 6 months imprisonment, a fine up to 10,000 baht, or both
17. Sexual abuse, harassment, or nuisance against employees by employers, supervisors, or persons in charge
18. Date, time, location, description of harasser, witnesses, and evidence like photo, video, CCTV footage
19. Labour Protection and Welfare Office (LPO)
20. The state compensation fund or the offender ordered by the court

Track 3 (Domestic Violence)

Part I: Short Quiz

1. Is the main objective of the Victims of Domestic Violence Protection Act B.E. 2550 (2007) rehabilitation rather than punishment?
2. Should a victim of domestic violence have a safety plan?
3. Where should the victim go if she has injuries that need immediate medical attention?
4. Who may liaise with the Social Welfare Department to arrange temporary shelter for the victim?
5. Is the aim of the community route in domestic violence cases to punish the perpetrator?
6. Does a victim need to submit documents to apply for a welfare protection order?
7. Must a psychologist or social welfare worker be present if a child testifies in a domestic violence case?
8. Can a provisional relief measure start immediately in an emergency?
9. Without a court order, how long can a provisional relief measure under the DVA last?
10. Can victims of domestic violence use Criminal Code Amendment No. 30 to seek justice for sexual harassment?

Part II: Long Quiz

1. What forms of violence may domestic violence involve?
2. Why may women stay in or return to abusive relationships?
3. What support services can be accessed through the Ministry of Social Development and Human Security (MSDHS) 24-hour hotline 1300?
4. How can a victim make a safety plan in a domestic violence situation?
5. What support and services can the OSCC provide to victims of domestic violence?
6. What are the two main response routes available to a victim after OSCC support in domestic violence cases?
7. Which court handles domestic violence cases under the DVA, Domestic Violence Victim Protection Act B.E. 2550 (2007)?
8. What can a provisional relief measure include?
9. What is the maximum penalty for violating a provisional relief measure issued by a competent official under the DVA?
10. What is the maximum penalty for violating a provisional relief measure issued by the court under the DVA?

Part I: Answer Key

1. Yes
2. Yes
3. The OSCC, hospital, or clinic
4. OSCC
5. No
6. No
7. Yes
8. Yes
9. 48 hours
10. Yes

Part II: Answer Key

11. Physical, sexual, psychological, emotional, or economic violence
12. Control, fear, dependence, children, community pressure, or lack of alternatives
13. Protection, counselling, shelter, and referral to medical, legal, and protection services
14. Prepare an emergency bag, keep a charged phone and safe contact numbers, agree on a code word with trusted friends, make a plan for emergency help, avoid threatening to leave, and keep knives or heavy objects out of reach
15. Counselling and support, forensic examination, Emergency Contraceptive Pill (ECP), prophylactic medicine to prevent STIs including HIV, and liaison with shelter services
16. The community route and the formal legal route
17. The Juvenile and Family Court
18. Temporary child custody or support, emergency expenses, and orders for the offender to stay away from the victim or family home
19. Up to 3 months imprisonment and/or a fine up to 3,000 baht
20. Up to 6 months imprisonment and/or a fine up to 6,000 baht

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