

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**TWENTIETH CONGRESS**  
First Regular Session  
House Bill No. **3074**



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Introduced by: Congressman **BIENVENIDO M. ABANTE, JR.**

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**AN ACT**  
**PROHIBITING DISCRIMINATION BASED ON ETHNICITY, RACE, RELIGION**  
**OR BELIEF, SEX OR GENDER OR SEXUAL ORIENTATION, LANGUAGE,**  
**DISABILITY, EDUCATIONAL ATTAINMENT, AND OTHER FORMS OF**  
**DISCRIMINATION, PROVIDING PENALTIES THEREFOR, AND FOR OTHER**  
**PURPOSES**

**EXPLANATORY NOTE**

The 1987 Philippine Constitution guarantees equal protection for everyone. Section 11 provides that the State “values the dignity of every human person and guarantees full respect for human rights,” while Section 14 imposes on the State the duty to value the “role of women in nation— building, and shall ensure the fundamental equality before the law of women and men.”

Article 3, Section 1 of the fundamental law states that “No person shall be deprived of life, liberty or property without due process of law, nor shall any person be denied the equal protection of the laws.” The United Nations Universal Declaration of Human Rights (UDHR), to which the Philippines is a signatory, provides that the “recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice, and peace in the world.” The UDHR also provides that everyone is entitled to all the rights and freedoms without distinction of any kind, such as race, color, sex or gender, or sexual orientation, language, religion, political or other opinions, educational attainment, national or social origin, birth or other status.

This bill seeks to enhance the basic rights enshrined in the Constitution and several international declarations, prevent and criminalize various forms of discrimination, and penalize such. Any form of discrimination may be categorized as a crime against humanity and human dignity, in that several international declarations promote the equal treatment of all people and prevent discrimination based on race, ethnicity, and other status.

Under this measure, discriminatory acts such as inflicting stigma, denial

of education, political, civil, and cultural rights, right to work, access to goods and services, and the right to organize, inflicting harm on health and well-being, engaging in profiling, abuses by state and non-state agencies, and detention and confinement are strictly prohibited and will be met with corresponding penalties.

The great Filipino statesman Jose W. Diokno once said:

*“Human rights are more than just legal concepts. They are the essence of man. Deny them, and you deny man’s humanity.”*

In view of the foregoing, immediate approval of this bill is hereby earnestly sought.



**BIENVENIDO M. ABANTE, JR.**

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*Be it enacted by the Senate and the House of Representatives of the Philippines in session assembled:*

**SECTION 1. Short Title.**— This Act shall be known as the “**Anti-Discrimination Act of 2025.**”

**SEC. 2. Declaration of Policies.** - It is the policy of the State to work actively for the elimination of all forms of discrimination that offend the equal protection clause of the Bill of Rights and State obligations under human rights instruments acceded to by the State. Towards this end, discriminatory practices as defined herein shall be prescribed and penalized.

**SEC. 3. Definition of terms.**- For the purposes of this Act, the following shall be defined as follows:

- a) *Discrimination*— constitutes any distinction, exclusive, restriction, or preference, or other differential treatment that is directly or indirectly based on ethnicity, race, religion or belief, sex and gender, disability, or other status, which has the intention or equal footing, of political, civil, economic, social, and cultural rights. Discrimination, which also includes incitement to discriminate and harassment, is a result of a product of stigma.
- b) *Education and Training*- refers to all types and levels of education, training, and other avenues for learning and includes access thereto, the standard and quality thereof, and the conditions under which the same is given.

c) *Employment-* refers to all terms, conditions, and privileges relating to work in public and private institutions, including policies, application procedures, training, incentives, compensation, and determination of benefits or allowances, promotion, advancement opportunities, transfer, and dismissal. This definition shall apply to regular, probationary, casual, contractual, fixed-term, and seasonal workers. In legitimate contracting arrangements, the contractor/subcontractor shall be deemed the employer of the contractual employee.

d) *Indigenous People*—include Peoples who are regarded as indigenous on account of their descent from the populations which inhabited the country, at the time of conquest or colonization, or at the time of inroads of non-indigenous religions and cultures, or the establishment of present state boundaries, who retain some or all of their own social, economic, cultural and political Institutions, but who may have been displaced from their traditional domains or who may have resettled outside their ancestral domains;

Indigenous Peoples also refers to a group of people or homogenous societies identified by self-ascription, and ascription by others, who have continuously lived as organized communities on communally bounded and defined territory, and who have, under claims of ownership since time immemorial, occupied, possessed and utilized such territories, sharing common bonds of language, customs, tradition and other distinctive cultural traits or who have, through resistance to political, social and cultural inroads of colonization, non-indigenous religions, and cultures, became historically differentiated from the majority of Filipinos;

e) *Profiling-* means relying on the prohibited grounds of discrimination in subjecting a person or group of persons to investigatory activities, which include unnecessary, unjustified, illegal and degrading searches, questioning, or other investigatory activities, in determining whether an individual is engaged in an activity presumed to be unlawful, immoral, or socially unacceptable.

f) *Stigma*— refers to the dynamic process of devaluation that significantly discredits an individual in the eyes of others. When stigma is acted upon, the result is discrimination.

g) *Vulnerable Communities*— refers to communities or sectors that encounter stigma and discrimination based on the grounds enumerated in Section 4.

**SEC. 4. *Prohibited Grounds for Discrimination.*** – For the purposes of this Act, discrimination that is indirectly based on the actual or perceived ethnicity, race, religion or belief, sex or gender or sexual orientation, gender identity, gender expression, civil status, disability, HIV status, or other status is prohibited.

Ethnicity, race, religion or belief, sex or gender or sexual orientation, civil status, disability, educational attainment, or other status that differentiates or any form of discrimination shall be interpreted in their most common or universal definitions and with due regard to the promotion of meaningful implementation of non-discrimination policy.

**SEC. 5. *Discriminatory Acts*** – The following Acts shall be prohibited:

A. *Inflicting stigma*- it shall be unlawful for any person to commit any facts that promote and encourage stigma based on the grounds referred to in Section 4. Content in the media, in educational textbooks, or in other media that aims to inflict stigma is likewise prohibited.

B. *Denial of Political, civil, and cultural rights*- it shall be unlawful to deny a person enjoyment of political, civil, and cultural rights based on the grounds referred to in Section 4.

C. *Denial of right to education* – it is unlawful for any person to:

1. Refuse admission or expel a person from any educational or training institution based on the grounds defined in Section 4, without prejudice to the right of educational or training institutions to determine the academic qualifications of their students or trainees;
2. Impose disciplinary sanctions, penalties harsher than customary, or similar punishment, requirements, restrictions, or prohibitions that infringe on the rights of the students based on the grounds identified in Sec. 4; and

This prohibition extends to acts committed against a student or trainee to discriminate against his or her parents or legal guardians based on grounds referred to in Section 4.

D. *Denial of right to work* – it is unlawful for any person to:

1. Use the grounds in Section 4 or require the disclosure thereof in the selection, promotion, and termination of workers, and in the determination of compensation, training, incentives, privileges, benefits, or allowances, as well as other terms and conditions of employment;

2. Deny employment in government institutions, including police and military service, based directly or indirectly on the grounds referred to in Section 4;
3. Refuse to enter into a contract or agreement with persons or groups of persons based solely or partly on the grounds provided in Sec. 4; and
4. Deny an application for or revoke the professional license issued by the government directly or indirectly due to the grounds included in Section 4.

E. *Denial of access to goods and Services*- it is unlawful for any person to:

1. Deny a person, solely based on the grounds in Sec. 4, and goods and services available to the general public, such as but not limited to private and public insurance, housing and other forms of accommodation, medical and clinical services;
2. Refuse to entry to evict a person from any establishment, facilities, or utilities that are open to the general public, such as but not limited to restaurants, bars, hotels, and shopping malls, solely or partly based on the grounds listed in Section 4;
3. Cause undue and unjust deferral of services or provision of inferior services to persons due to the grounds in Section 4; and

There is discrimination if the acts above are committed against organizations or groups of persons based on the grounds identified in Section 4.

F. *Denial of right to organize*- it shall be unlawful to prohibit, prevent, or revoke the accreditation, formal recognition, and/or registration of any organization, group, political party, institution, or establishment, in educational institutions, workplaces, communities, and other settings, based partly or solely on grounds provided for in Section 4.

Discrimination is also committed when additional requirements beyond the customary are imposed directly or indirectly due to the grounds stipulated in Section 4.

G. *Inflicting bum on health and well-being*— it shall be unlawful to subject any person, without consent, to any unnecessary medical or physical examination, psychological treatment, faith based practices, and other similar procedures based solely or partly on any of the grounds referred to in Section 4 that aim to change identity or physical attributes or impose behavior or expressions.

- H. *Engaging in profiling*- it shall be illegal for any person, including members of the military and law enforcement agencies, to engage in profiling based solely or partly on the ground included in Section 4.
- I. *Abuses by State and Non-State actors*— it shall be unlawful for any government agencies, including local government units, police, military, and immigration, to harass verbally or physically, to curtail freedom of movement, or to extort from a person or a group of persons based on the grounds stipulated in Section 4. This prohibition applies to similar abuses committed by non—state actors.
- J. *Detention and confinement* -it shall be unlawful to detain and confine a person or group of persons based directly or indirectly on the grounds under Section 4.
- K. *Other analogous circumstances*- Any analogous acts which have the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise of the person’s human rights and fundamental freedoms are also prohibited.

**SEC. 6. *Liability***- Any person, natural or juridical, or their representatives, including government, government-owned and controlled corporations, Institutions, or companies, who commits any of the acts under Section 5, shall be liable under this Act.

Any person, natural or juridical, or their representatives, who requests, instructs, induces, encourages, authorizes, tolerates, or assists another to commit any of the acts under Section 5 shall be principally liable under this Act.

**SEC. 7. *Programs to Promote Non-Discrimination and Diversity***. - The State shall endeavor to eliminate all forms of discrimination and shall therefore pursue initiatives and programs that seek to enable an environment free of stigma and discrimination. It shall direct the machinery and resources of the State to ensure non-discrimination and promote equality, and shall encourage sectors of the society to engage and participate in these efforts. It shall ensure the establishment of the following programs:

- a) *Social Protection Program*— The national government shall implement social protection measures for communities affected by the vulnerable to stigma and discrimination.
- b) *Diversity Programs and Policies*- All government agencies, non-government agencies, government-owned and controlled corporations, private companies, public and private educational institutions, and other entities shall establish diversity programs to ensure that discrimination and abuse are prevented. They shall also create an internal redress

mechanism to address cases of discrimination and grant administrative remedies or sanctions for such cases.

The Civil Service Commission, Department of Labor and Employment, Department of Interior and Local Government, the Armed Forces of the Philippines, Department of Education, Commission on Higher Education, TESDA, Department of Justice, Department of Foreign Affairs, and Department of Health shall ensure the implementation of this section.

Failure of the above agencies to ensure the implementation of this provision shall be deemed a refusal to address discrimination and shall be penalized as an analogous act of discrimination.

**SEC. 8. *Duties and Commission on Human Rights.*** - The Commission shall investigate and prosecute on its own or on the complaint by any person, acts or omissions violating this Act. If the Commission has reasonable cause to believe that any person or group is engaged in discrimination under this Act, the Commission shall commence a legal action in the regular court.

The Commission shall also direct the officer concerned to take appropriate action against a public officer or employee at fault or who neglects to perform an act or discharge a duty required under this Act, and order revocation of license, removal from office or employment, suspension, demotion, fine, censure, or prosecution, and ensure compliance therewith. Refusal by any officer without just cause to comply with an order of the Commission to revoke the license, remove, suspend, demote, fine, censure, or prosecute an officer or employee who is at fault, or who neglects to perform an act or discharge duty required under this act, shall be a ground for disciplinary action against said officer.

**SEC. 9. *Penalties*** – Persons found guilty of any of the discriminatory practices under Section 5(A), 5 (B), 5(E), 5(F), and 4(K) of this act shall be penalized with a fine of not less than One Hundred Thousand Pesos (P100,000) but not to exceed Two Hundred and Fifty Thousand Pesos (P250,000) or imprisonment of two (2) years but not more than six (6) years, or both at the discretion of the court.

Persons found guilty of any discriminatory practices under Section 5(C), 5(D), 5(G), 5(H), 5(1), 50) and 5(K) of this Act shall be penalized with a fine of not less than Two Hundred Fifty Thousand Pesos (P250,000) but not to exceed Five Hundred Thousand Pesos (P500,000) or imprisonment of six (6) years but not more than twelve (12) years, or both at the discretion of the court.

If the violator is a corporation, organization, or any similar entity, the officials thereof directly involved shall be liable therefor.

If the violator is an alien or foreigner, he shall be deported immediately after service of sentence without further deportation proceedings.

Persons found guilty of any of the discriminatory practices prohibited under this Act shall also be civilly liable.

The Administrative remedies provided under this act do not bar prosecution or civil claims in proper courts for an act of discrimination committed under this Act.

If any crime penalized under the Revised Penal Code is committed in pursuit of discrimination, the penalty provided under the Revised Penal Code shall be applied, and the discrimination committed shall be considered as an aggravating circumstance.

**SEC. 10. Appropriations-** The initial amount necessary to implement the provisions of this Act shall be charged against the current year's appropriation of the agencies tasked to implement the provisions of this Act. Thereafter, such sums as may be necessary for the continued implementation of this Act shall be included in the Annual General Appropriations Act.

**SEC. 11. Implementing Rules and Regulations-** The Commission on Human Rights, Civil Service Commission, Department of Labor and Employment, Department of Interior and Local Government, The Armed Forces of the Philippines, Department of Education, Commission on Higher Education, TESDA, Department of Justice, Department of Foreign Affairs, Department of Health, Commission on Indigenous Peoples, and National Commission on Muslim Filipinos shall promulgate the necessary implementing rules and regulations within sixty (60) days from the effectivity of this Act.

**SEC. 12. Separability Clause-** Any portion or provision of this Act that may be declared unconstitutional or invalid shall not have the effect of nullifying the other portions and provisions hereof as long as such remaining portion or provision can still subsist and be given effect in their entirety.

**SEC. 13. Repealing Clause –** All laws, decrees, orders, rules, and regulations or parts thereof inconsistent with this Act are hereby repealed, amended, or modified accordingly.

**SEC. 14. Effectivity –** This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspaper of general circulation.

*Approved,*