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House of Representatives
Quezon City

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House Bill No. 4175



Introduced by HON. JAMES "JOJO" ANG JR.

EXPLANATORY NOTE

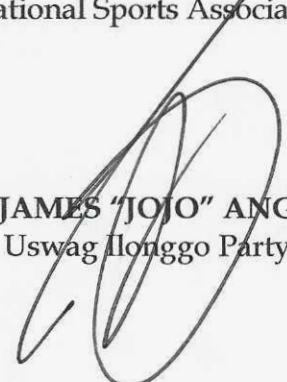
The 2024 Summer Olympics held in Paris, France showed the indomitable spirit of the Filipino people, when it won an unprecedented two (2) gold medals by Carlos Edriel Yulo, one (1) silver medal by Aira Villegas, and one (1) bronze medal by Nesthy Petecio. This surpassed the record of the number of gold medals won by the Philippines in the 2020 Summer Olympics held in Tokyo, Japan, wherein Hidlyn Diaz won the country's first gold medal since the inception of the Summer Olympics.

Many more athletes have brought fame and glory to our country in recent years, in tournaments and meets outside of the Olympics. Athletes such as Ernest John Obiena and Maxine Esteban have been trailblazers in sports that are not considered mainstream in the consciousness of Filipinos. They have proudly held the Philippine flag and put the world on notice regarding the skills and talents of Filipinos.

Thus, it is the intention of this bill to protect and promote the rights and the interests of national athletes by ensuring that their rights to due process are protected, and rules, regulations, and processes which affect them are transparent. This Act provides much-needed support to the national athletes who devote their productive years in the service of the country.

It is also the intention of this bill to protect the rights of national athletes by enhancing institutional accountability within the National Sports Associations.

Thus, the passage of this bill is earnestly sought.


JAMES "JOJO" ANG JR.
Uswag Ilonggo Party-list

1 administering sports affiliated to them at a world-level;

2 (d) *National Sports Association (NSA)* shall refer to associations duly
3 accredited by the POC, organized for their respective sports in the Philippines,
4 and affiliated with their respective International Sports Federations;

5 (e) *National Athletes* shall refer to all athletes, whether able-bodied or
6 handicapped, who are Filipino citizens at the time of their selection as a
7 National Athlete, who belong to an NSA and have represented or will
8 represent the Philippines, as recognized by the POC and the Philippine Sports
9 Commission (PSC);

10 (f) *National Training Pool Athletes* shall refer to all other athletes in the
11 national team training pool of the NSA;

12 (g) *International competitions* shall refer to:

- 13 i. Regular major competitions such as the Summer Olympic
14 Games, Winter Olympic Games, Asian Games, Asian Winter
15 Games, Southeast Asian (SEA) Games, Youth Olympic
16 Games, Paralympic Games, Asian Park Games, Asian Indoor
17 and Martial Arts Games, Asian Beach Games and
18 Association of Southeast Asian Nations (ASEAN) Para
19 Games;
- 20 ii. World-level championship held at least every two (2) years,
21 with at least forty-five (45) countries participating by sport;
- 22 iii. Asian-level competitions held at least every two (2) years
23 with at least twenty-five (25) countries participating by sport;
- 24 iv. International competitions organized and sanctioned by the
25 International Masters Games Association;
- 26 v. Other international competitions sanctioned by the
27 International Sports Federation, wherein at least twenty (20)
28 countries are participating; and
- 29 vi. Qualifying competitions for above international games.

30 **SECTION 4. Due Process.** – All National and National Training Pool Athletes
31 shall be entitled to due process at all stages in any matter or proceeding before the

1 NSA or any of its governing bodies.

2 National and National Training Pool Athletes shall have the right to be
3 informed in writing, of any accusation, disciplinary case or investigation against
4 them by their NSA, and any action or decision thereon. The National and National
5 Training Pool Athletes concerned shall have the right to a just and impartial hearing,
6 or right to explain and defend their side. Any action or decision thereon must be in
7 writing and explain the grounds and bases thereof.

8 National and National Training Pool Athletes shall have the right to appeal
9 any decision by the NSA, pursuant to the appeals process outlined in the concerned
10 NSA's Handbook.

11 **SECTION 5. NSA Handbook.** – All NSAs are hereby mandated to provide its
12 National and National Training Pool Athletes its Handbook, containing its rules and
13 regulations and the code of conduct of all stakeholders, such as athletes, coaches,
14 trainers, sponsors, among others, including disciplinary sanctions for the breach of
15 the code of conduct.

16 The Handbook must contain the different processes within the NSA, such as
17 reporting procedures, filing of complaints and grievances, modes of appealing any
18 action or decision by the NSA, and any other processes. These processes must comply
19 with the minimum standards of due process under Section 4. Grievance procedures
20 must likewise be consistent with the rules of the ISF to which the NSA belongs.

21 The Handbook must clearly outline the composition of the disciplinary and
22 appeals panel, which shall be composed of at least one external and independent
23 member from the NSA concerned.

24 The Handbook must embody the principles and values of the Olympic
25 Movement and must comply with all mandates from the POC and the relevant ISF.

26 All NSAs shall make its Handbook readily accessible to the public through its
27 website or upon request from National and National Training Pool Athletes or their
28 representative.

29

1 **SECTION 6. *Selection Procedures.*** – For every international competition, the
2 NSA shall provide the Selection Procedures for choosing the athletes for said
3 international competition. The Selection Procedures must, at a minimum, provide the
4 following:

5 (a) The minimum eligibility requirements for a National Athlete to be
6 considered for the international competition;

7 (b) The event names, dates, and locations of all tryout events, trials, and
8 camps to be used as part of the selection process, and detailed description of
9 how athletes can qualify for these tryout events, trials, and camps;

10 (c) A comprehensive, step-by-step description of the method that
11 explains how athletes can be chosen for the said international competition,
12 including the criteria for selection;

13 (d) The rationale for utilizing discretionary selection, if selection is not
14 based purely on rankings or performance;

15 (e) The grounds for removal of an athlete who had already been
16 selected to said international competition, the method of informing the
17 athlete, and the grievance procedure for an athlete who has been removed,
18 which should follow the minimum due process standards of Section 4; and

19 (f) The procedure for the selection and approval process for
20 determining Replacement athletes should a vacancy occur.

21 The Selection Procedures should comply with any mandates of the POC and
22 the relevant ISF. All NSAs shall provide its athletes with the Selection Procedures at
23 the beginning of each calendar year, to enable them to adequately prepare. All NSAs
24 shall also make its Selection Procedures readily accessible to the public through its
25 website or upon request from an athlete or their representative.

26 The NSA has the right to change any criterion or process under its Selection
27 Procedures, provided it is clearly communicated to all National Training Pool
28 Athletes, provided further, that all changes shall only take effect in the calendar year
29 following its communication to all National and National Training Pool Athletes. It
30 is the duty of the NSA to inform all National and National Training Pool Athletes all
31 relevant information on upcoming competitions, including information on which

1 competitions the NSAs will shoulder costs for.

2 **SECTION 7. *Retention Policy.*** The NSAs shall provide all National and
3 National Training Pool Athletes with their retention requirements.

4 Such requirements must include a policy where national athletes who
5 have been in the National Team or National Training Pool for at least three (3)
6 years, and who are injured while representing the Philippines, must be retained
7 in the line-up for at least six (6) months from the date of the injury. If, after six (6)
8 months, the athlete submits a medical clearance from a competent physician and
9 returns to training, he/she is entitled to his/her slot in the line-up, without
10 prejudice to any benefit that may have accrued within said period. Should the
11 athlete fail to submit a medical clearance, or should he/she be declared unfit to
12 continue training and competing, the NSA concerned may submit the name of
13 another athlete in the Training Pool to replace the injured athlete.

14 **SECTION 8. *Safe Sport or Safeguarding Policy.*** To protect and promote
15 the safety and wellbeing of athletes, and to foster an environment that is fair,
16 equitable and free from harassment and abuse, the International Olympic
17 Committee promotes the principle of Safe Sport. This allows athletes to train and
18 compete in a safe and healthy environment. Pursuant to this, all NSAs are hereby
19 mandated to have an ethics committee, a committee on decorum and
20 investigation, and a compliance or audit officer to ensure checks and balances,
21 and for the athletes to be able to easily identify who to report their complaints or
22 concerns to, particularly with regard to abuse, maltreatment or harassment. Such
23 committee must include external and independent persons from the NSA
24 concerned. It is the duty of the NSA concerned to protect an athlete who reports
25 any form of abuse, maltreatment or harassment, from any form retaliation, such
26 as, but not limited to, removal from the roster, suspension, or restricting
27 competition exposure or playing time. It shall likewise be the duty of the NSAs to
28 conduct regular safeguarding training for its athletes, coaches, trainers, and other
29 staff.

30 **SECTION 9. *Medical Insurance.*** – All NSAs shall ensure that all National
31 and National Training Pool Athletes are covered by medical insurance. Pursuant

1 to Republic Act No. 10699, which provides that all national athletes are entitled to
2 coverage in the National Health Insurance Program of the Philippine Health
3 Insurance Corporation (PhilHealth) through the sponsored program of the PSC,
4 NSAs shall coordinate with the PSC for the implementation of such program.

5 In lieu of PhilHealth coverage, the NSA may opt to provide group
6 insurance for all its athletes. NSAs that choose to do so must report its decision to
7 the PSC, without losing its right to PhilHealth coverage. Pending the
8 establishment of insurance coverage for said athletes, NSAs shall provide
9 medical assistance to National and National Training Pool athletes who are
10 injured while representing the Philippines in International competitions or
11 training therefor. NSAs must outline the procedure for claiming medical
12 assistance in its Handbook, including what injuries are covered, how much
13 assistance will be provided, documentation or other evidence of the injury,
14 treatment or medication required, the process for claiming and the timeliness of
15 the release of such assistance. NSAs shall submit annual reports to the PSC on the
16 implementation of its medical insurance program and other medical assistance.

17 **SECTION 10. *Long-term Support of National and National Training Pool***
18 ***Athletes.*** - National and National Training Pool Athletes shall be entitled to
19 support from pre-recruitment to post-career stages. Pursuant to this, NSAs shall
20 provide the following forms of support to National and National Training Pool
21 Athletes:

22 (a) Education and skills-training: NSAs shall provide education and
23 non-sports-related skills training for National and National Training Pool
24 Athletes, that would equip them with the necessary skills and opportunities
25 to help them transition into the workforce. NSAs may partner with the
26 Department of Education (DepEd), the Commission on Higher Education
27 (CHED), Technical Education and Skills Development Authority (TESDA), or
28 private entities for such purpose.

29 (b) Pension for retired athletes: NSAs shall provide pension for its
30 retired athletes, whether or not they won in international competitions, in a

1 reasonable monthly amount. The PSC shall adjust the amount herein stated to
2 its present value using the Consumer Price Index, as published by the
3 Philippine Statistics Authority (PSA), every three (3) years from the effectivity
4 of this Act.

5 (c) Mental health support - NSAs shall have competent and licensed
6 sports psychologists available to National and National Training Pool
7 Athletes at all stages of trainings and competitions. NSAs shall cover the
8 professional fees charged by the sports psychologists. NSAs may partner with
9 the Department of Health (DOH), private persons or private institutions for
10 this purpose.

11 (d) Business support: NSAs shall support National and National
12 Training Pool Athletes in commercial or business dealings by referring them
13 to professionals who can properly guide athletes in navigating endorsements,
14 media exposure, among others.

15 **SECTION 11. *Penalties.* -**

16 (a) Any person violating Section 4 of this Act shall suffer the penalty
17 of a fine in the amount of One Hundred Thousand Pesos.

18 (b) Any NSA that fails to provide a National or National Training
19 Pool Athlete with its Handbook upon request shall suffer the penalty of a fine
20 in the amount of One Hundred Thousand Pesos to One Million Pesos.

21 (c) Any NSA that fails to provide its Handbook upon request by any
22 person shall suffer the penalty of a fine in the amount of One Hundred
23 Thousand Pesos to One Million Pesos.

24 (d) Any NSA that violates Section 8 of this Act shall suffer the
25 penalty of a fine in the amount of One Hundred Thousand Pesos to One
26 Million Pesos.

27 The penalties herein provided are without prejudice to other sanctions
28 stated in the NSA handbook and other applicable laws.
29

1 **SECTION 11. *Funding.*** – The amount necessary for the implementation of
2 this Act shall be taken from the National Sports Development Fund of the PSC
3 and the General Appropriations Act.

4 NSAs may also seek and receive contributions, through sponsorships or
5 donations, from private or public entities to augment their funds for the
6 implementation of this Act, subject to the existing rules and regulations of the
7 Commission on Audit (COA) if applicable.

8 **SECTION 12. *Implementing Rules and Regulations.*** – The PSC, in
9 consultation with the POC, PhilHealth, the Philippine Social Security System,
10 DepEd, CHED, TESDA, DOH, the Department of Finance, COA, the Philippine
11 Amusement and Gaming Corporation, the Philippine Charity Sweepstakes
12 Office, the Office of the President, other government agencies concerned, and at
13 least three (3) National Athletes, shall promulgate and issue the Implementing
14 Rules and Regulations of this Act within sixty (60) days upon its approval:
15 Provided, that the failure of the PSC to promulgate and issue the implementing
16 rules and regulations will not prevent the implementation of this Act upon its
17 effectivity.

18 **SECTION 13. *Separability Clause.*** – If any provision or part hereof is
19 declared unconstitutional or otherwise invalid, the remainder of hereof is
20 declared unconstitutional or otherwise invalid, the remainder of this Act or any
21 provision not affected shall remain in full force and effect.

22 **SECTION 14. *Repealing Clause.*** – All laws, decrees, executive orders,
23 rules and regulations which are inconsistent with this Act are hereby repealed or
24 modified accordingly.

25 **SECTION 15. *Effectivity.*** – This Act shall take effect after fifteen (15) days
26 from its publication in the Official Gazette or in a newspaper of general
27 circulation