

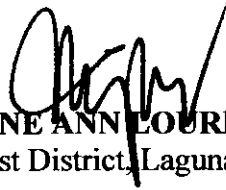
person, in writing, or through social media. These sanctions include *substantial fines, suspension, dismissal, disqualification from public office, and mandatory gender-sensitivity training, thereby making accountability integral to public service.

- Requiring public apologies and permanent records of offenses for government officials, to emphasize both reparation for victims and deterrence for potential violators.
- Ensuring the Civil Service Commission, the Office of the Ombudsman, and other relevant agencies are given clear authority to monitor, investigate, and enforce penalties under the law.

By addressing these gaps, this measure strengthens the Safe Spaces Act's mandate of fostering respectful, inclusive, and safe environments in workplaces, schools, government institutions, and the broader public sphere.

The passage of this bill will affirm our commitment to a society where dignity, equality, and accountability are upheld, and where no one, regardless of gender, orientation, or identity, must endure harassment or abuse.

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



REP. MA. RENE ANN LOURDES G. MATIBAG
First District, Laguna



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. 5464

Introduced by Representative Ma. Rene Ann Lourdes G. Matibag

AN ACT
PROVIDING PENALTIES FOR GENDER-BASED SEXUAL HARASSMENT IN THE
WORKPLACE AND IN EDUCATIONAL AND TRAINING INSTITUTIONS,
AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 11313, OTHERWISE
KNOWN AS THE "SAFE SPACES ACT"

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

1 SECTION 1. Republic Act No. 11313 is hereby amended by inserting the following
2 new Sections after Section 19 thereof:

3 **"SECTION 19-A. PENALTIES FOR GENDER-BASED SEXUAL**
4 **HARASSMENT IN THE WORKPLACE. - THE PENALTY OF PRISION**
5 **CORRECCIONAL IN ITS MAXIMUM PERIOD, OR A FINE OF NOT LESS**
6 **THAN TWO HUNDRED FIFTY THOUSAND PESOS (P250,000.00) BUT NOT**
7 **MORE THAN FIVE HUNDRED THOUSAND PESOS (P500,000.00), OR BOTH,**
8 **AT THE DISCRETION OF THE COURT, SHALL BE IMPOSED UPON ANY**
9 **PERSON FOUND GUILTY OF ANY GENDER-BASED SEXUAL**
10 **HARASSMENT UNDER THIS ARTICLE.**

1 IF THE PERPETRATOR IS THE HEAD OF THE WORKPLACE OR
2 ORGANIZATION, THE APPOINTMENT OF SUCH PERSON SHALL BE
3 DEEMED REVOKED UPON CONVICTION. AN ALIEN WHO COMMITS
4 GENDER-BASED SEXUAL HARASSMENT IN THE WORKPLACE SHALL
5 BE SUBJECT TO DEPORTATION PROCEEDINGS AFTER SERVING A
6 SENTENCE AND/OR PAYMENT OF FINES.

7 "SECTION 19-B. *PENALTIES FOR FOMENTING, PROMOTING, OR*
8 *EXHORTING SEXUAL HARASSMENT, MISOGYNISTIC, TRANSPHOBIC,*
9 *HOMOPHOBIC, AND SEXIST SLURS BY PUBLIC AND GOVERNMENT*
10 *OFFICIALS AND EMPLOYEES.* - ANY PUBLIC OFFICIAL OR
11 GOVERNMENT EMPLOYEE WHO IS FOUND GUILTY OF FOMENTING,
12 PROMOTING, OR EXHORTING ACTS OF SEXUAL HARASSMENT,
13 MISOGYNISTIC, TRANSPHOBIC, HOMOPHOBIC, AND SEXIST SLURS,
14 EITHER VERBALLY, IN WRITING, OR THROUGH DIGITAL OR SOCIAL
15 MEDIA PLATFORMS SHALL BE PENALIZED AS FOLLOWS:

16 (A) THE FIRST OFFENSE SHALL BE PUNISHED BY A MINIMUM
17 FINE OF ONE HUNDRED THOUSAND PESOS (PHP 100,000) TO
18 TWO HUNDRED THOUSAND PESOS (PHP 200,000),
19 MANDATORY SUSPENSION FROM PUBLIC OFFICE OR
20 EMPLOYMENT FOR A PERIOD OF NOT LESS THAN SIX (6)
21 MONTHS WITHOUT PAY, AND MANDATORY COMPLETION OF
22 A GENDER-SENSITIVITY AND ANTI-HARASSMENT TRAINING
23 PROGRAM, CERTIFIED BY AN ACCREDITED INSTITUTION.

24 (B) THE REPEAT OFFENSE SHALL BE PUNISHED BY A MINIMUM
25 FINE OF TWO HUNDRED THOUSAND PESOS (PHP 200,000) TO

1 **THREE HUNDRED THOUSAND PESOS (PHP 300,000),**
2 **MANDATORY DISMISSAL FROM OFFICE, ALONG WITH**
3 **DISQUALIFICATION FROM HOLDING ANY PUBLIC POSITION,**
4 **WHETHER ELECTIVE OR APPOINTIVE, FOR A PERIOD OF**
5 **NOT LESS THAN FIVE (5) YEARS; AND A PERMANENT**
6 **RECORD OF THE OFFENSE ON PUBLIC SERVICE**
7 **CREDENTIALS AND PROHIBITION FROM RECEIVING**
8 **BENEFITS TIED TO THE OFFICE.**

9 **(C) THE OFFENDER IN ALL CASES UNDER THIS SECTION SHALL**
10 **BE REQUIRED TO ISSUE A PUBLIC APOLOGY TO THE**
11 **AFFECTED INDIVIDUALS AND THE GENERAL PUBLIC,**
12 **ACKNOWLEDGING THE MISCONDUCT AND REAFFIRMING A**
13 **COMMITMENT TO UPHOLDING THE SAFE SPACES ACT'S**
14 **PRINCIPLES.**

15 **COMPLAINTS AND FINDINGS UNDER THIS SECTION SHALL BE**
16 **REFERRED TO THE CIVIL SERVICE COMMISSION OR THE OFFICE OF**
17 **THE OMBUDSMAN FOR MONITORING AND ENFORCEMENT OF THESE**
18 **PENALTIES.**

19 **ANY ACTION ARISING FROM THE VIOLATION OF THIS SECTION**
20 **SHALL PRESCRIBE IN FIVE (5) YEARS.**

21 **THE DEPARTMENT OF THE INTERIOR AND LOCAL**
22 **GOVERNMENT, THE CIVIL SERVICE COMMISSION, AND OTHER**
23 **RELEVANT AGENCIES SHALL PROMULGATE THE IMPLEMENTING**
24 **RULES AND REGULATIONS OF THIS SECTION AND THE MECHANISMS**
25 **FOR REPORTING, INVESTIGATING, AND PENALIZING PUBLIC**

1 **OFFICIALS AND GOVERNMENT EMPLOYEES WHO VIOLATE THIS**
2 **PROVISION.**

3 SECTION. 2. The same Act is further amended by inserting the following new Section
4 after Section 23 thereof:

5 **"SECTION 23-A. *PENALTIES FOR GENDER-BASED SEXUAL***
6 ***HARASSMENT IN EDUCATIONAL AND TRAINING INSTITUTIONS. - THE***
7 **PENALTY OF *PRISION CORRECCIONAL* IN ITS MAXIMUM PERIOD, OR A**
8 **FINE OF NOT LESS THAN TWO HUNDRED FIFTY THOUSAND PESOS**
9 **(P250,000.00) BUT NOT MORE THAN FIVE HUNDRED THOUSAND PESOS**
10 **(P500,000.00), OR BOTH, AT THE DISCRETION OF THE COURT SHALL BE**
11 **IMPOSED UPON ANY PERSON FOUND GUILTY OF ANY GENDER-BASED**
12 **SEXUAL HARASSMENT UNDER THIS ARTICLE.**

13 **IF THE PERPETRATOR IS THE HEAD OF THE EDUCATIONAL OR**
14 **TRAINING INSTITUTION OR ORGANIZATION, THE APPOINTMENT OF**
15 **SUCH PERSON SHALL BE DEEMED REVOKED UPON CONVICTION. AN**
16 **ALIEN WHO COMMITS GENDER-BASED SEXUAL HARASSMENT IN AN**
17 **EDUCATIONAL OR TRAINING INSTITUTION SHALL BE SUBJECT TO**
18 **DEPORTATION PROCEEDINGS AFTER SERVING A SENTENCE AND/OR**
19 **PAYMENT OF FINES.**

20 SECTION 3. If any provision of this Act is found unconstitutional or invalid, the other
21 provisions not affected by such declaration shall remain in full force and effect.

22 SECTION 4. All laws, decrees, executive orders, presidential issuances, and other
23 administrative rules and regulations or parts thereof which are inconsistent with this Act are
24 hereby repealed, amended, or modified accordingly.

1 SECTION 5. This Act shall take effect fifteen (15) days after its publication in the
2 *Official Gazette* or in a newspaper of general circulation.

3 Approved,