



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Twentieth Congress
First Regular Session



HOUSE BILL NO. **5595**

Introduced by **Representatives JOCELYN P. TULFO, RALPH WENDEL P. TULFO, and EDVIC G. YAP**

AN ACT INSTITUTING COMPREHENSIVE POLICIES TO PREVENT AND ADDRESS ACTS OF BULLYING, HARASSMENT, AND OTHER FORMS OF VIOLENCE IN THE WORKPLACE, AND PRESCRIBING PENALTIES THEREFOR

EXPLANATORY NOTE

The dignity and welfare of the Filipino workforce are paramount to the State's social and economic progress. As enshrined in the 1987 Philippine Constitution, the State is mandated to protect the rights of workers and afford them full protection, humane conditions of work, and a living wage.

Workplace bullying, a pervasive and often overlooked issue, poses a significant threat to these constitutional rights. It is a systematic problem that silently torments many Filipinos, causing severe physical, emotional, and psychological distress, and leading to decreased productivity, low morale, and a hostile work environment. While Republic Act No. 10627, or the "Anti-Bullying Act," addresses this problem in elementary and secondary schools, a similar law is urgently needed to protect our adult workers.

This bill seeks to expand the scope of protection to all employees in both government and non-government offices, including business establishments. It aims to establish clear and comprehensive anti-bullying policies, define prohibited acts more broadly to include various forms of harassment and violence, and create robust mechanisms for reporting, investigation, and redress. It also mandates the creation of safe spaces and support systems for victims, and provides for clear administrative and criminal penalties for perpetrators and non-compliant offices.

This proposed legislation is a proactive measure to safeguard the mental and physical well-being of our workers, ensuring that every Filipino can perform their duties in a professional environment free from fear, intimidation, and abuse.

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



HON. JOCELYN P. TULFO

Representative, ACT-CIS PARTYLIST



HON. EDVIC G. YAP

Representative, ACT-CIS PARTYLIST



HON. RALPH WENDEL P. TULFO

*Representative, 2ND DISTRICT OF
QUEZON CITY*



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WORKPLACE, AND PRESCRIBING PENALTIES THEREFOR**

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

SECTION 1. Short Title.

This Act shall be known as the "Comprehensive Anti-Bullying in the Workplace Act."

SECTION 2. Declaration of Policy.

It is the policy of the State to uphold the dignity of labor, promote the welfare of the workforce, and ensure a just, humane, and safe working environment for all. The State shall afford full protection to labor, local and overseas, whether organized or unorganized, against any form of abuse, harassment, violence, or exploitation. Towards this end, the State shall institute measures to protect the physical, mental, and emotional well-being of workers from all forms of bullying and related misconduct in the workplace.

SECTION 3. Definition of Terms.

For the purpose of this Act, the following terms shall be defined as follows:

(a) **Workplace Bullying** refers to any severe or repeated use by one or more employees of a written, verbal, or electronic expression or a physical act or gesture, or any combination thereof, directed at an employer, co-employee, or any person with whom he/she has professional relations or dealings which infringes on the rights of another at work premises; or has the effect of actually causing or placing the latter in reasonable fear of physical or emotional harm or damage to his property, creating a hostile environment for the employee; or materially and substantially disrupting the work process or the orderly operation of an institution or business.

(b) **Workplace** refers to the physical office, premises, or any location where an employee performs their professional duties. This includes, but is not limited to,

company-sponsored events, business trips, work-related social functions, and online communication platforms used for work purposes.

(c) **Prohibited Acts** include, but are not limited to, the following:

- (1) **Physical Bullying:** Any unwanted physical contact, act, or gesture between a person and an employer or co-employee causing physical or bodily harm, notwithstanding any action that may be taken by the victim under the Revised Penal Code or the Civil Code of the Philippines.
- (2) **Verbal and Psychological Bullying:** Any act that causes harm to a victim's psyche, emotional, and/or moral well-being. This includes slanderous statements, accusations, name-calling, tormenting, making negative comments on a person's appearance, and other forms of verbal abuse.
- (3) **Social and Relational Bullying:** Acts that undermine a person's reputation, professional status, or social standing. This includes spreading rumors, malicious gossip, false information, and social exclusion.
- (4) **Cyberbullying:** Any form of bullying done through the use of technology or any electronic means, such as social media, email, or messaging applications, which causes distress to the victim.
- (5) **Gender-Based Bullying:** Any act that humiliates or excludes a person on the basis of perceived or actual sexual orientation, gender identity, or expression.
- (6) **Management by Threats and Intimidation:** The use of power or authority to threaten, intimidate, or coerce a subordinate or co-employee.
- (7) **Abuse of Authority:** Unfairly and maliciously stealing credit, taking advantage of a co-employee's work, or preventing access to career and office opportunities without just cause.

SECTION 4. Adoption of Anti-Bullying Policies.

All government and non-government offices and business establishments are hereby directed to adopt, implement, and regularly update comprehensive anti-bullying policies. Such policies shall include provisions that:

- a. Clearly define and prohibit the acts enumerated in Section 3;
- b. Establish clear, confidential, and accessible procedures for reporting prohibited acts;
- c. Mandate a prompt, fair, and impartial investigation of all reports;
- d. Ensure the protection of the person who reports a prohibited act, provides information, or is a witness, from any form of retaliation or reprisal;
- e. Enable employees to anonymously report prohibited acts, provided that no disciplinary action shall be based solely on an anonymous report;
- f. Prescribe appropriate disciplinary administrative action against perpetrators, including those who knowingly make false accusations; and
- g. Outline mechanisms for providing support, counseling, and assistance to

1 victims of bullying.

2 **SECTION 5. Mechanisms to Address Workplace Bullying.**

3 (a) The Human Resources (HR) department, or a designated Human Relations
4 Officer or a comparable body, shall be responsible for the implementation and
5 oversight of the anti-bullying policies.

6 (b) All offices and establishments shall provide their employees with a copy of the
7 anti-bullying policies and include them in the employee handbook. The policies shall
8 also be conspicuously posted on office walls, bulletin boards, and the official
9 website, if any.

10 (c) Any employee who witnesses, or becomes aware of, any instance of workplace
11 bullying shall immediately report it to the designated office.

12 (d) Upon receipt of a report, the designated office shall promptly initiate a thorough
13 investigation.

14 (e) If it is determined that bullying has occurred, the designated office shall notify
15 the appropriate law enforcement agency if criminal charges may be pursued and
16 shall take appropriate disciplinary administrative action.

17 **SECTION 6. Reportorial Requirements and Capacity Building.**

18 (a) **Non-Government Offices:** Within six (6) months from the effectivity of this Act,
19 all non-government offices and business establishments shall furnish the
20 Department of Labor and Employment (DOLE) with a copy of their anti-bullying
21 policies. This shall be a prerequisite for obtaining or renewing business permits.

22 (b) **Government Offices:** Within six (6) months from the effectivity of this Act, all
23 government offices shall furnish the Civil Service Commission (CSC) with a copy of
24 their anti-bullying policies.

25 (c) **Capacity Building:** All offices and establishments shall conduct mandatory
26 trainings and seminars to disseminate anti-bullying policies and to educate
27 employees and management on creating a respectful and safe work environment.

28 **SECTION 7. Sanctions for Non-Compliance.**

29 In the rules and regulations to be implemented pursuant to this Act, the Secretary
30 of the DOLE and the Chairman of the CSC shall prescribe appropriate
31 administrative sanctions for any administrative office or officer, or any person or
32 office holding a comparable role, who shall fail to comply with the requirements of
33 this Act. In addition, erring non-government offices and business establishments
34 shall suffer the penalty of suspension or revocation of their permits to operate.

35 **SECTION 8. Criminal and Administrative Penalties.**

36 (a) Any person who commits an act of bullying as defined in this Act shall be subject
37 to the appropriate administrative disciplinary actions as prescribed by the respective
38 office's policies, without prejudice to any criminal or civil charges that may be filed
39 under existing laws.

40 (b) Any administrative officer who maliciously fails to investigate or act on a report
41 of bullying shall be held administratively liable.

(c) The penalties shall be specified in the Implementing Rules and Regulations (IRR) of this Act.

SECTION 9. Implementing Rules and Regulations.

Within ninety (90) days from the effectivity of this Act, the DOLE and the CSC shall jointly promulgate the necessary rules and regulations to implement the provisions of this Act.

SECTION 10. Separability Clause.

If any provision or part hereof is held invalid or unconstitutional, the remaining provisions not affected thereby shall continue to be in full force and effect.

SECTION 11. Repealing Clause.

Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent with the provisions of this Act is hereby repealed, modified, or amended accordingly.

SECTION 12. Effectivity.

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

Approved,