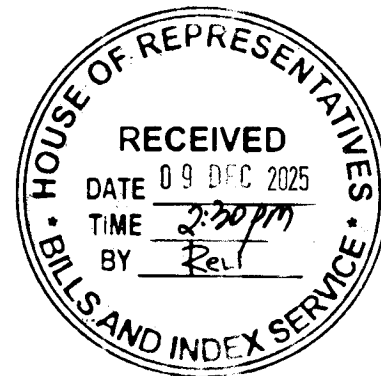


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
1st Regular Session

House Bill No. 6716



Introduced by Representative HON. ADRIAN JAY C. ADVINCULA

EXPLANATORY NOTE

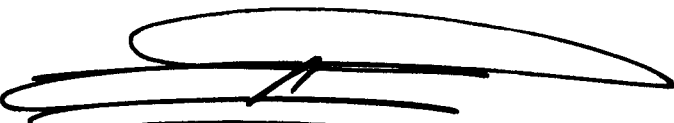
The Constitution guarantees the fundamental right of every individual to equal protection, regardless of status or circumstance. In line with this principle, the proposed measure, the “Anti-Hiring Discrimination Act of 2025”, seeks to protect and promote the rights of persons who have successfully undergone rehabilitation for drug abuse, former detainees, acquitted persons, and formerly convicted persons.

The most recent official data on drug dependency in the Philippines by the Dangerous Drugs Board (DDB) in 2023 reported that the current drug use among Filipinos dropped by 1.7%. The Philippine Drug Enforcement Agency (PDEA) also reported in 2024 that 29,016 individuals have availed themselves of the government rehabilitation programs: 25,789 were persons who use drugs, and 3,227 were drug pushers. Under the Marcos administration, 314,917 drug-dependent individuals completed community-based rehabilitation and reformation programs in their respective barangays. These individuals seek reinstatement in society and deserve fair and equal treatment in employment, education, and social services. With this bill, these reformed individuals can contribute to the economic development of the State.

The statistical reports from PDEA, DILG, and other community-based rehabilitation programs helped thousands of individuals restore their capability to work, study, and continue their daily lives. The only problem is the discrimination they are facing because of the stigma associated with drug dependence. Many rehabilitated drug dependents, former detainees, acquitted persons, and formerly convicted persons continue to suffer discrimination, alienation, and exclusion in society. Especially in employment, education, and access to social services, despite having been certified as drug-free individuals. The persistent discrimination also undermines the government's efforts to address the drug problem in the Philippines through a humane, health-based, and community-centered approach.

This bill seeks to protect drug-free individuals by penalizing companies, institutions, and service providers that discriminate against rehabilitated drug-dependent, former detainees, acquitted persons, and ex-convicts. In addition to this bill, the protection from unjust treatment will encourage them to avail themselves of the government's rehabilitation programs and efforts for a drug-free community. Further, it prohibits discrimination against rehabilitated drug dependents, former detainees, acquitted persons, and formerly convicted persons in employment, promotion, education, and access to social services. With the protection given by the government, we affirm their dignity, uphold their constitutional rights, and support their reintegrated productive members of society.

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



HON. ADRIAN JAY C. AVINCULA
3rd District - Cavite

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

TWENTIETH CONGRESS
1st Regular Session

House Bill No. **6716**

Introduced by Representative HON. ADRIAN JAY C. ADVINCULA

**AN ACT PROHIBITING AND PENALIZING DISCRIMINATION IN
EMPLOYMENT AGAINST REHABILITATED DRUG DEPENDENTS,
FORMER DETAINEES, ACQUITTED PERSONS, AND EX-CONVICTS,
AND FOR OTHER PURPOSES**

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

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

3 **SECTION 2. Declaration of Policies.** – It is hereby declared the policy of
4 the State:

5 A. To promote the reintegration of persons who have successfully
6 undergone rehabilitation for drug dependency, former detainees,
7 acquitted persons, and formerly convicted persons, and protect their
8 rights to equal opportunity; and

9 B. To prevent stigma in employment, education, and access to social
10 services.

11 Toward this end, the government shall affirm that rehabilitation must not
12 end with treatment alone but must extend to ensuring equal opportunities and
13 dignity for rehabilitated individuals.

14
15 **SECTION 3. Definition of Terms.** – As used in this Act:

- 1 A. *Acquitted Persons* refers to persons who have been formally charged
- 2 with a criminal offense and have been declared not guilty by final
- 3 judgment of a competent court;
- 4 B. *Discrimination* refers to any act of refusal, exclusion, restriction, or
- 5 unequal treatment, especially in the employment process, promotion,
- 6 access to education and scholarship, or provision of services, solely on
- 7 the basis of an individual's history of drug dependency, despite the
- 8 completion of treatment in an accredited drug rehabilitation facility;
- 9 C. *Former Detainees* refers to persons who have been detained in jail,
- 10 prison, or any detention facility by reason of criminal charges,
- 11 regardless of whether such charges resulted in conviction, acquittal,
- 12 dismissal, or any other final disposition by a competent authority;
- 13 D. *Formerly Convicted Persons* refer to persons who have been convicted
- 14 by final judgment for a criminal offense and have fully served the
- 15 sentence imposed or have been released on parole or pardon in
- 16 accordance with law; and
- 17 E. *Rehabilitated Drug Dependent* refers to a person who has completed a
- 18 government-accredited drug rehabilitation or treatment program and
- 19 has been officially certified as drug-free.
- 20

21 **SECTION 4. *Prohibited Acts.*** – It shall be unlawful for any person,

22 employer, institution, or service provider to discriminate against rehabilitated

23 drug dependents, former detainees, acquitted persons, and formerly convicted

24 persons. Discrimination shall include, but not limited to, the following:

- 25 A. Refuse employment or dismiss a worker solely on the grounds of the
- 26 person's previous rehabilitation, detention, acquittal, or conviction.
- 27 B. Discriminate in terms of compensation, promotion, or working
- 28 conditions solely on the ground that a person is a rehabilitated drug
- 29 dependent, or has been previously detained, acquitted, or convicted,
- 30 unless it is shown that such condition directly affects the individual's
- 31 ability to perform the duties of the position.
- 32 C. Ridicule rehabilitated drug dependents, former detainees, acquitted
- 33 persons, or formerly convicted persons, verbal or physical abuse, or
- 34 other degrading treatment that undermines their dignity and
- 35 reintegration into society.
- 36 D. Deny promotion, training, or benefits.

- 1 E. Refusal of admission to schools, scholarship programs, or training
2 institutions.
- 3 F. Deny access to public services such as government programs,
4 benefits, housing, and livelihood support, on the basis of a person's
5 status as a rehabilitated drug dependent, former detainee, acquitted
6 person, or previously convicted person.
- 7 G. Deny access to private services, such as refusing admission, services,
8 or participation in private establishments such as schools, training
9 centers, hospitals, housing facilities, and commercial enterprises,
10 solely due to the same reason.
- 11 H. Other analogous acts, such as engaging in any act or practice that has
12 the purpose or effect of nullifying or impairing the recognition,
13 enjoyment, exercise, on an equal basis with others, of the rights and
14 freedoms of rehabilitated drug dependents, or previous detention,
15 acquittal, or conviction.
- 16

17 **SECTION 5. *Penalties.*** - Any person found guilty of violating this Act
18 shall be penalized as follows:

- 19 A. First offense: Fine of not less than ₱10,000.00 but not more than
20 ₱100,000.00;
- 21 B. Second offense: Fine of not less than ₱100,000.00 but not more than
22 200,000.00, and/or suspension of business permit or license to operate
23 for up to six (6) months; and
- 24 C. Third and subsequent offenses: Fine of not less than ₱200,000.00 but
25 not more than ₱300,000.00, and/or revocation of business permit or
26 license to operate, without prejudice to criminal liability under
27 existing law.
- 28

29 **SECTION 6. *Implementing Rules and Regulations.*** - The Department of
30 Labor and Employment (DOLE), in coordination with the Dangerous Drug
31 Board (DDB), Department of Justice (DOJ), Department of Social and Welfare
32 Development (DSWD), Department of Health (DOH) and other concerned
33 agencies, shall promulgate the rules and regulations to implement this Act
34 within ninety (90) days after its effectivity.

35

1 **SECTION 7. *Separability Clause.*** – If any provision of this Act is declared
2 unconstitutional, the remainder thereof not otherwise affected shall remain in
3 full force and effect.

4

5 **SECTION 8. *Repealing Clause.*** – All laws, presidential decrees, executive
6 orders, and administrative regulations that are inconsistent with the provisions
7 of this Act are hereby repealed, amended, or modified accordingly.

8

9 **SECTION 9. *Effectivity.*** – This Act shall take effect in fifteen (15) days
10 after its complete publication in the Official Gazette or in a newspaper of
11 general circulation.

12

13 Approved,