

This measure adopts a rights-based and trauma-informed approach to workplace protection. It proceeds from the principle that freedom from abuse is a fundamental labor right, inseparable from the right to safe and healthy working conditions. It further recognizes that bullying inflicts trauma that affects how workers experience, report, and respond to harm. A legal framework that disregards these realities does not merely fail workers; it actively reinforces silence, retraumatization, and impunity.

By grounding workplace protection in human dignity and psychological safety, this measure reframes bullying as a governance failure rather than an individual weakness. It affirms that the State bears an affirmative duty not only to punish misconduct after harm occurs, but to prevent abuse, protect workers, and provide remedies that are fair, accessible, and responsive to trauma. In doing so, it aligns labor regulation with contemporary understandings of occupational health, mental well-being, and substantive equality.

No worker should be compelled to endure abuse as the cost of employment. No exercise of authority should extend to humiliation, intimidation, or psychological harm. And no legal system committed to social justice can remain indifferent to suffering that is normalized simply because it is invisible. Protecting workers from workplace bullying strengthens institutions, promotes genuine productivity, and gives concrete meaning to the constitutional guarantee of dignified labor.

In solidarity with the working class, the passage of this bill is earnestly sought.



ELIJAH R. SAN FERNANDO
Representative
KAMANGGAGAWA PARTYLIST



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH (20TH) CONGRESS
First Regular Session

HOUSE BILL NO. 7211

Introduced by KAMANGGAGAWA Partylist
Representative **ELIJAH R. SAN FERNANDO**

AN ACT
PROVIDING FOR THE PROHIBITION, PREVENTION, AND REDRESS OF
WORKPLACE BULLYING, ENSURING TRAUMA-INFORMED, SAFE, AND
DIGNIFIED WORKING ENVIRONMENTS

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 “Anti-Workplace Bullying Act.”

SECTION 2. *Declaration of Policy.* – It is hereby declared the policy of the State to uphold the dignity of labor, promote the welfare and well-being of workers, and secure for them a just, humane, safe, and healthy working environment.

The State recognizes that workplace bullying inflicts cumulative, systemic, and trauma-related harm on workers, while simultaneously undermining productivity, fostering uncondusive work environments, and impairing the public interest in a stable and efficient labor force. To this end, the State shall afford full protection to labor against any form of abuse, harassment, violence, exploitation, or other conduct that undermines human dignity in the workplace, and shall institute preventive, protective, and remedial measures to safeguard the physical, mental, emotional, and psychological well-being of workers from workplace bullying and related misconduct.

SECTION 3. *Coverage.* – This Act shall apply to all employers and workers in the public and private sectors in the Philippines, including government agencies and instrumentalities and government-owned or controlled corporations, and to all persons performing work for any employer including but not limited to regular,

probationary, casual, temporary, fixed-term, part-time, agency-hired, outsourced, contractual, gig, volunteer, intern, trainee, apprentice, consultant, and seconded workers. This Act shall cover conduct occurring in any physical, virtual, or electronic location that is work-related, including offices, worksites, business travel, company-sponsored activities, work-related social functions, training programs, and electronic communications and platforms used for work purposes.

SECTION 4. *Definition of Terms.* – For purposes of this Act, the following terms shall be defined as follows:

- (a) *Adverse action* refers to an action by an employer that materially and negatively affects a worker's terms or conditions of employment, including termination, suspension, demotion, constructive dismissal, reduction of compensation, denial of promotion, or other comparable measures.
- (b) *Bullying or workplace bullying* refers to any act, omission, or pattern of conduct, whether committed once or repeatedly, by one or more persons, directed at a worker or group of workers in a work-related context, that a reasonable person would find abusive, hostile, intimidating, humiliating, degrading, or offensive, and that results in, or is reasonably likely to result in:
 - (i) Physical, psychological, emotional harm;
 - (ii) Impairment of the worker's dignity or sense of personal or professional worth;
 - (iii) The creation of an intimidating, hostile, or offensive work environment;
 - (iv) Material interference with the worker's job performance, career advancement, or livelihood.

A single act may constitute workplace bullying if it is sufficiently severe or egregious, taking into account the totality of the circumstances.

- (c) *Constructive discharge* refers to resignation attributable to working conditions that a reasonable person would find intolerable, and where the employer knew or should have known of those conditions and failed to take reasonable corrective action.
- (d) *Employer* refers to any natural or juridical person, public or private entity, instrumentality, agency, office, private entity, firm, partnership, corporation, cooperative, non-governmental organization, or other organization that employs, engages, or contracts with persons to perform work or services, and

includes any agent, officer, manager, supervisor, or representative acting within the scope of their employment or authority.

For the public sector, the term shall refer to the head of the department, agency, bureau, office, instrumentality, government-owned or -controlled corporation, state university or college, or local government unit, as well as any other officer, manager, or supervisor who exercises authority over personnel and working conditions.

- (e) *Interim measures* refer to temporary, precautionary actions imposed pending preliminary assessment, investigation, or final resolution of a complaint under this Act, for the purpose of preventing further harm, protecting the safety, dignity, and well-being of the complainant, witnesses, or other affected persons, and preserving the integrity of the investigation. Interim measures shall be non-punitive, shall not be construed as a determination of liability or guilt, and shall remain in effect for such duration as is reasonably necessary.
- (f) *Prohibited acts* include, but are not limited to, the following:
 - (i) *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.
 - (ii) *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.
 - (iii) *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.
 - (iv) *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.
 - (v) *Gender-Based Bullying*: Any act that humiliates or excludes a person on the basis of perceived or actual sexual orientation, gender identity, or expression.

- (vi) *Management by Threats and Intimidation*: The use of power or authority to threaten, intimidate, or coerce a subordinate or co-employee.
 - (vii) *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.
- (g) *Protected activity* refers to any of the following done in good faith:
- (i) Filing or intending to file a complaint under this Act;
 - (ii) Reporting or disclosing workplace bullying to an employer, internal authority, government authorities, or other competent body;
 - (iii) Assisting or supporting a complainant or witness;
 - (iv) Participating or intending to participate in any investigation, proceeding, or alternative dispute resolution process; or
 - (v) Exercising any right provided by this Act.
- (h) *Psychological harm* refers to impairment of a person's mental or emotional functioning, including trauma-related symptoms, as established by competent evidence. A formal psychiatric diagnosis shall not be required where credible evidence of functional impairment is shown.
- (i) *Retaliation* refers to any adverse action, omission, or threat thereof, whether direct or indirect, that would dissuade a reasonable person from engaging in protected activity.
- (j) *Trauma-informed* refers to an approach to policies, practices, investigations, and service delivery that recognizes the prevalence and effects of trauma, understands trauma-related behaviors and disclosure patterns, seeks to avoid re-traumatization, emphasizes psychological safety and empowerment of affected persons, and incorporates principles such as safety, trustworthiness, choice, collaboration, and empowerment in the design and execution of interventions.
- (k) *Worker* refers to any person who performs work or services for an employer, regardless of employment status, position, or method of compensation. The term includes, but is not limited to, regular, probationary, casual, contractual, project-based, seasonal, temporary, part-time, fixed-term, agency-hired, or outsourced employees, as well as interns, apprentices, trainees, volunteers,

consultants, and any other individual who is subject to the authority, direction, control, or influence of an employer or its representatives in a work-related context.

- (l) *Workplace* refers to any physical, virtual, or digital location where work-related functions are performed, including but not limited to offices, worksites, company-sponsored activities, business travel, training programs, work-related social functions, and online or digital platforms used for work purposes.

SECTION 5. *Mandatory Anti-Bullying Policy.* – Every employer shall adopt, implement, and periodically review a written anti-bullying policy. The policy shall be reasonable, trauma-informed, and accessible to all workers. At a minimum, the policy shall contain the following:

- (a) Statement of purpose and scope;
- (b) Definitions aligned with Section 4 of this Act;
- (c) Clear definition and express prohibition on all acts constituting workplace bullying as enumerated in Section 4(1)(f) of this Act;
- (d) Multiple and confidential reporting channels, including procedures for anonymous reporting and rules for processing anonymous reports: *Provided*, That no disciplinary action shall be taken solely on the basis of an anonymous report unless corroborated by independent evidence;
- (e) Trauma-informed reporting and investigation procedures that recognize delayed disclosure, fragmented recollection, and variations in disclosure as phenomena consistent with trauma and that minimize re-traumatization;
- (f) Procedures for prompt receipt, acknowledgement, preliminary assessment, investigation, and resolution of complaints with time standards consistent with this Act;
- (g) Procedures for interim protective measures and accommodations, including temporary reassignment, temporary protective separation, paid administrative leave, modification of reporting lines, no-contact orders, and other reasonable accommodations;
- (h) Prohibition on retaliation, specification of protected activities, and examples of retaliatory conduct;

- (i) Confidentiality protections and procedures limiting disclosure of identities and investigative records, consistent with Republic Act No. 10173, otherwise known as the Data Privacy Act of 2012, and other pertinent laws, rules, and regulations.
- (j) Requirements for training and capacity-building for managers, supervisors, human resources personnel, investigators, and workers, including training on power dynamics, trauma-informed interviewing, evidence preservation, confidentiality, and non-retaliation;
- (k) Procedures for the designation or appointment of impartial investigators and standards for engaging external investigators where conflicts of interest, seniority of respondents, or systemic allegations make externalization appropriate;
- (l) Procedures for remedial measures, progressive discipline, and personnel actions where bullying is substantiated, including special procedures where the respondent is a managerial or senior officer; and
- (m) Procedures for coordination with law enforcement, social and health services, and relevant authorities when criminal conduct, serious harm, or risk to safety is reasonably suspected.

SECTION 6. *Dissemination and Notice.* – Employers shall provide the anti-bullying policy to each worker upon hiring and at intervals not exceeding twenty-four (24) months thereafter. Employers shall include the policy in employee handbooks and orientation materials and shall conspicuously post the policy where workers can readily access the same, including on official employer websites where available. Employers shall ensure notice of reporting channels and points of contact in a linguistically appropriate manner.

SECTION 7. *Reporting and Preliminary Assessment.* – Any person who reasonably believes that workplace bullying or retaliation has occurred shall report the matter under the employer's policy or, as applicable, to the Department of Labor and Employment (DOLE) or to the Civil Service Commission (CSC). Employers shall acknowledge receipt of reports in writing within three (3) calendar days and shall undertake a preliminary assessment within seven (7) calendar days to determine whether a formal investigation and interim measures are warranted. Where the preliminary assessment indicates immediate risk of harm, employers shall implement interim measures without delay.

SECTION 8. *Interim Measures.* – Employers and competent authorities may impose interim measures at any stage after receipt of a report and prior to final resolution,

where reasonably necessary to protect the complainant, witnesses, or other affected persons, or to preserve the integrity of the investigation. Such measures shall be reasonable, proportionate, narrowly tailored to identified risk, and shall be non-punitive. Where reasonably practicable, interim measures shall be implemented without loss of pay, benefits, seniority, or rank to the protected worker. Interim measures shall include, but not be limited to:

- (a) Temporary protective separation of the parties;
- (b) Temporary reassignment or temporary modification of duties or reporting lines;
- (c) Paid administrative leave;
- (d) No-contact or limited-contact orders;
- (e) Workplace accommodations or adjustments; and
- (f) Other reasonable measures consistent with the purposes of this Act.

Employers shall provide written notice to affected parties of the interim measures imposed, the general basis for those measures, consistent with confidentiality obligations, and procedures for requesting review, modification, or termination of those measures. Interim measures shall be subject to periodic review and shall remain in effect for such duration as is reasonably necessary.

SECTION 9. *Investigations.* – Employers shall ensure that complaints which survive preliminary assessment are investigated promptly, impartially, and in a properly documented manner, in accordance with the standards set forth in this Act.

A formal investigation shall commence within seven (7) calendar days from the determination that an investigation is warranted and shall be completed within sixty (60) calendar days from commencement. For good cause shown, including but not limited to the complexity of the issues, the number of parties involved, or the need to obtain external or specialized evidence, the employer may extend the investigation once for a period not exceeding thirty (30) calendar days, upon written notice to the parties stating the specific reasons for such extension. In no case shall the total duration of an employer-led investigation exceed one hundred twenty (120) calendar days, unless the competent administrative agency assumes jurisdiction over, or conducts, the investigation pursuant to this Act.

Investigations shall be conducted in accordance with trauma-informed principles and shall consider the totality of the evidence, including patterns of conduct

and cumulative effects. Variations in a complainant's recollection that are consistent with the effects of trauma shall not, by themselves, be used to discredit the complaint.

Investigators shall preserve relevant evidence, interview material witnesses, afford the parties reasonable opportunity to submit documentary and testimonial evidence, and prepare a written investigation report setting forth the findings of fact, conclusions, and, where appropriate, recommended remedial or corrective measures.

All investigations shall be conducted by impartial investigators who are free from conflicts of interest and who possess documented training in trauma-informed investigations, evidence collection, confidentiality, and bias mitigation. Where the respondent is a manager, senior officer, member of executive leadership, head of unit, or human resource personnel, or where systemic or organizational misconduct is alleged, the employer shall engage an external investigator selected from a roster of investigators certified by the DOLE or the CSC, as applicable. In such cases, the complainant may alternatively file the complaint directly with the competent administrative agency for purposes of an external investigation. The DOLE and the CSC shall establish and publish certification standards for investigators and shall maintain official rosters of certified external investigators.

SECTION 10. *Administrative Complaint.* – Any worker aggrieved by workplace bullying may file an administrative complaint with DOLE for private sector matters or with CSC for public sector concerns. Upon receipt, the receiving agency shall complete a triage and jurisdictional screening within fourteen (14) calendar days to determine whether the complaint falls within the scope of this Act, whether interim measures are necessary, and whether the matter should be referred for investigation, mediation, or other disposition.

Where prima facie grounds for relief exist, the agency may order interim measures pending investigation, which shall be implemented within seven (7) calendar days when immediate risk is identified.

SECTION 11. *Remedies and Corrective Measures.* – Upon determination that workplace bullying has occurred, the appropriate authority shall impose effective, proportionate, and dissuasive remedies, which may include one or more of the following:

- (a) Orders to cease the offending conduct;
- (b) Interim measures, as provided in Section 8 of this Act, where still necessary;
- (c) Reinstatement, back pay, and restoration of benefits, seniority, and rank where termination, constructive discharge, or unlawful removal occurred as a proximate result of bullying;

- (d) Employer-funded medical, psychiatric, psychosocial, or rehabilitative treatment reasonably necessary to address physical or psychological harm, to be provided or reimbursed promptly;
- (e) Compensatory relief, including actual damages and moral damages as may be just and equitable under existing laws, rules, and regulations. Exemplary damages may be awarded only upon a finding of malice, gross negligence, or wanton disregard for the rights of the worker;
- (f) Disciplinary action against the offender, which may include written reprimand, suspension, demotion, transfer, or dismissal; and
- (g) Organizational remedies where systemic factors contributed to the bullying, including but not limited to mandatory policy revision, mandatory training, supervisory reorganization, monitoring and compliance plans, and periodic reporting to the DOLE and the CSC for private establishments and government offices, respectively.

The imposition of remedies under this Act shall be without prejudice to the filing of civil, criminal, or administrative actions under other applicable laws, rules, and regulations.

SECTION 12. *Prohibition of Retaliation.* – Retaliation against any person for engaging in protected activity under this Act is strictly prohibited. When a prima facie case of retaliation is established, the competent administrative agency may order interim measures appropriate to prevent further harm, pending final disposition.

Any act of retaliation shall constitute a separate violation, regardless of whether the original complaint of workplace bullying is substantiated.

Presumptive retaliation shall exist when an adverse action occurs within a reasonable period following protected activity, unless the employer clearly proves lawful and independent cause.

SECTION 13. *False and Malicious Complaints.* – Complaints that are knowingly false and maliciously made shall give rise to administrative liability.

The mere failure to substantiate a complaint, inconsistencies attributable to trauma, or withdrawal of a complaint shall not be deemed false or malicious.

Administrative sanctions for false and malicious complaints shall require clear and convincing evidence of malice and intentional fabrication or reckless disregard

for the truth, and any penalty shall be proportionate to the nature and consequences of the false complaint.

SECTION 14. *Reportorial Requirements.* – All private sector establishments shall, within six (6) months from the effectivity of this Act, submit their anti-bullying policies to the DOLE. This shall be a prerequisite for the issuance of a DOLE registration certificate.

Likewise, all government offices shall submit their anti-bullying policies to the CSC within six (6) months from the effectivity of this Act.

SECTION 15. *Capacity Building and Training.* – The DOLE and the CSC shall, within their respective jurisdictions, develop, institutionalize, and periodically update comprehensive capacity-building programs to support the effective implementation of this Act.

Such capacity-building programs shall include, but not be limited to:

- (a) Development, publication, and regular updating of model workplace bullying prevention policies, codes of conduct, reporting and investigation procedures, documentation templates, and other standardized compliance tools to guide employers in meeting the requirements of this Act;
- (b) Development and dissemination of standardized, trauma-informed training modules on workplace bullying prevention, reporting, investigation, and remediation for employers, workers, and labor organizations;
- (c) Mandatory training programs for managers, supervisors, human resource personnel, and designated investigators, with emphasis on power dynamics, trauma-informed interviewing, evidence assessment, confidentiality, non-retaliation, and due process;
- (d) Certification standards and continuing education requirements for internal and external investigators handling workplace bullying cases;
- (e) Targeted training and simplified guidance materials for micro and small enterprises, taking into account their operational capacity and sectoral context;
- (f) Public information and education campaigns to raise awareness of workers' rights and employers' obligations under this Act; and
- (g) Monitoring and evaluation mechanisms to assess training effectiveness and identify gaps in compliance and enforcement.

Participation in capacity-building programs developed or accredited by DOLE or CSC shall be admissible as evidence of good faith compliance but shall not, by itself, exempt an employer from liability for violations of this Act.

SECTION 16. *Liability for Prohibited Acts.* – Any act or omission constituting workplace bullying, retaliation, or any other prohibited act under this Act shall give rise to administrative liability.

The imposition of administrative liability under this Act shall be without prejudice to civil or criminal liability under existing laws, rules, and regulations.

Administrative proceedings under this Act may proceed independently of, and shall not be stayed by, the pendency of any civil or criminal action arising from the same acts or omissions.

SECTION 17. *Sanctions for Non-Compliance.* – Any employer, whether a natural or juridical person, and any officer, manager, supervisor, or other responsible person who violates this Act shall, after due notice and hearing, be subject to administrative sanctions, without prejudice to civil or criminal liability under existing laws, rules, and regulations.

The employer, as a juridical entity, shall be primarily and directly liable for violations of this Act committed in the course of employment. Administrative sanctions shall be imposed upon the employer independently of, and in addition to, any liability imposed upon responsible officers or employees.

Sanctions shall be imposed in a graduated, proportionate, and deterrent manner, taking into account the gravity of the violation, the degree of harm caused, the size and capacity of the enterprise, the presence of aggravating or mitigating circumstances, and any prior violations. The following sanctions framework shall apply:

- (a) *Failure to Adopt, File, or Disseminate an Anti-Bullying Policy:* The willful failure or refusal of an employer to adopt, file, disseminate, or periodically update a written anti-workplace bullying policy as required under this Act, or to comply with a lawful compliance order pursuant to this Act issued by the Secretary of Labor and Employment (SOLE) or the CSC, as applicable, shall be subject to the following sanctions:
 - (i) *First Violation:* Issuance of a written compliance order requiring the employer to comply within a period not exceeding thirty (30) calendar days, together with mandatory technical assistance or guidance to facilitate compliance.

- (ii) *Second Violation:* Failure to comply with the compliance order, or commission of the same violation after correction, shall render the employer liable to an administrative fine of not less than Twenty thousand pesos (₱20,000.00) but not more than One hundred thousand pesos (₱100,000.00), taking into account the size and capacity of the enterprise and the gravity of the violation.
 - (iii) *Third and Subsequent Violations:* Repetition of the violation after the imposition of an administrative fine shall subject the employer to the maximum administrative fine of One hundred thousand pesos (₱100,000.00) for each offense or instance of noncompliance, and placement of the employer under compliance monitoring for a period to be determined in accordance with the implementing rules.
- (b) *Failure to Prevent, Investigate, or Remedy Workplace Bullying:* An employer that knew or should have known of workplace bullying or retaliation and failed to exercise reasonable care to prevent such act, conduct a timely and impartial investigation, impose interim measures where warranted, or implement appropriate remedial actions shall be subject to the following, to be imposed by the DOLE or the CSC, as applicable:
- (i) Administrative fines not exceeding One hundred thousand pesos (₱100,000.00), depending on the severity of harm, duration of conduct, recurrence, and size and capacity of the enterprise;
 - (ii) Mandatory corrective action plans, which may include policy revision, retraining of personnel, supervisory restructuring, or organizational reforms; and
 - (iii) Compliance monitoring for a period to be determined in accordance with the implementing rules.
- (c) *Retaliation:* An employer found to have committed, tolerated, or failed to prevent retaliation shall be subject to the following, to be imposed by the SOLE or the CSC, as applicable:
- (i) Immediate issuance of cease-and-desist orders and mandatory interim measures;
 - (ii) Administrative fines not exceeding One hundred thousand pesos (₱100,000.00), depending on the severity of harm, duration of conduct, recurrence, and size and capacity of the enterprise; and

- (iii) Where applicable, administrative disciplinary action against responsible officers, managers, or supervisors pursuant to pertinent laws, rules, and regulations.
- (d) *Obstruction, Bad Faith, or Sham Compliance:* Any employer or responsible person who willfully obstructs an investigation, destroys, alters, or conceals evidence, intimidates or coerces complainants or witnesses, engages in sham compliance, or otherwise acts in bad faith to defeat the purposes of this Act shall be subject to the following, to be imposed by the SOLE or the CSC, as applicable:
- (i) Administrative fines not exceeding One hundred thousand pesos (₱100,000.00), depending on the severity of conduct, duration of conduct, recurrence, and size and capacity of the enterprise;
 - (ii) Mandatory compliance monitoring and submission of periodic reports to the competent authority; and
 - (iii) Referral for criminal prosecution where the acts constitute offenses under existing penal laws.
- (e) *Liability of Responsible Officers and Joint Liability:* Where a violation is committed by a juridical employer, the officers, managers, supervisors, or other persons who authorized, directed, tolerated, or through gross negligence, failed to prevent or address the violation shall be held administratively liable.
- The liability of the employer shall be joint and solidary with the liability of such responsible officers, managers, or supervisors, without prejudice to their respective rights under existing laws.
- Good faith adoption of policies, training programs, or procedures shall not exempt the employer or responsible persons from liability where such measures were inadequately implemented, selectively enforced, or used to frustrate the purposes of this Act.
- (f) *Due Process and Review:* No administrative sanction shall be imposed without due process. Decisions imposing sanctions shall be subject to administrative and judicial review in accordance with existing laws and rules.
- (g) *Fine Schedules:* For purposes of this Act, the SOLE, in coordination with relevant stakeholders, and the CSC for the public sector, shall issue implementing rules that include a schedule of offenses and corresponding reasonable administrative fines, taking into account severity, frequency, damage caused,

and size and capacity of the enterprise, consistent with the maximum limits provided herein.

SECTION 18. *Waivers and Arbitration.* – Any provision in a contract of employment, company policy, collective bargaining agreement, or other agreement that waives rights or remedies under this Act or that mandates compulsory private arbitration of disputes arising under this Act as a condition of employment or continued employment shall be void and unenforceable.

Parties may voluntarily agree to mediation, restorative processes, or other alternative dispute resolution mechanisms with informed consent. Participation thereof shall be voluntary and shall not bar subsequent administrative or judicial remedies.

SECTION 19. *Applicability to Micro and Small Enterprises.* – Specific to micro and small enterprises (MSEs), the DOLE shall prescribe core compliance standards for the implementation of this Act, taking into account enterprise size and capacity, to ensure effective prevention, reporting, and response to workplace bullying: *Provided,* That compliance with such standards shall be mandatory and shall not be construed as exempting MSEs from any obligation or liability under this Act.

SECTION 20. *Rules of Construction.* – Any case of doubt in the interpretation of any of the provisions of this Act shall be resolved in favor of workers and their right to a safe and dignified work environment.

SECTION 21. *Implementing Rules and Regulations.* – Within one hundred twenty (120) days from the effectivity of this Act, the DOLE and the CSC shall, upon due consultation with relevant stakeholders, jointly issue the necessary rules and regulations for its effective implementation.

SECTION 22. *Repealing Clause.* – All other laws, decrees, executive orders, implementing rules and regulations, issuances, or any part thereof inconsistent with the provisions of this Act are deemed repealed, amended, or modified accordingly.

SECTION 23. *Separability Clause.* – If any provision of this Act is declared unconstitutional, the remaining parts or provisions hereof not affected thereby shall remain in full force and effect.

SECTION 24. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication, in English and Filipino, in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,