

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 10954



Introduced by: Rep. Keith Micah "Atty. Mike" D.L. Tan and
Rep. Iris Marie D. Montes

AN ACT
PROMOTING GOOD GOVERNANCE, ATHLETE WELFARE, AND PERFORMANCE
EXCELLENCE IN PHILIPPINE SPORTS, ESTABLISHING FOR THE PURPOSE A
NATIONAL SPORTS GOVERNANCE FRAMEWORK, AND APPROPRIATING FUNDS
THEREFOR

EXPLANATORY NOTE

Article II, Section 17 of the 1987 Constitution provides:

"The State shall give priority to education, science and technology, arts, culture, and sports to foster patriotism and nationalism, accelerate social progress, and promote total human liberation and development."

Article XIV, Section 19(1) further provides:

"The State shall promote physical education and encourage sports programs, league competitions, and amateur sports, including training for international competitions, to foster self-discipline, teamwork, and excellence for the development of a healthy and alert citizenry."

Pursuant to these constitutional mandates, Republic Act No. 6847, otherwise known as the "Philippine Sports Commission Act," declares it to be the policy of the State to promote physical education and encourage the development of sports through a unified national sports promotion and development program. It likewise recognizes National Sports Associations (NSAs) as the governing bodies of their respective sports and vests in them the authority to regulate technical sporting matters in accordance with their constitutions, the rules of their respective international federations, and the Olympic Charter.

Through the years, Filipino athletes have consistently demonstrated their ability to compete with the best in the world. The remarkable achievements of Manny Pacquiao, Hidilyn Diaz, Carlos Yulo, Alex Eala, EJ Obiena, Nesthy Petecio, and many other Filipino athletes have brought honor and distinction to the country and inspired succeeding generations to pursue excellence in sports.

The Olympic Charter recognizes that "the practice of sport is a human right" and identifies ethics, fair play, respect, solidarity, and good governance as fundamental principles of the Olympic Movement.¹ Consistent with these principles, International Olympic Committee President Thomas Bach aptly observed that good governance is the cornerstone of the credibility of sport. These principles underscore that sporting excellence cannot be sustained by athletic talent alone; it must likewise be supported by institutions that are transparent, accountable,

¹ Olympic Charter, Fundamental Principles of Olympism, Principles 1 and 4 (in force as of 24 June 2026) <https://stillmed.olympics.com/media/Documents/International-Olympic-Committee/IOC-Publications/EN-Olympic-Charter.pdf> (Accessed on 11 July 2026)

responsible, athlete-centered, and committed to the highest standards of integrity and public service.

These internationally recognized principles are further reinforced by the UNESCO International Charter of Physical Education, Physical Activity and Sport, which affirms that access to safe, inclusive, and ethically governed sport is a fundamental right and calls upon States to promote good governance, integrity, athlete safety, and equal participation in sport.² Likewise, the International Partnership against Corruption in Sport (IPACS) Sport Governance Benchmark and Guidelines identifies transparency, integrity, democracy, development, and solidarity, and institutional checks and balances as the essential pillars of modern sports governance.³ Complementing these standards, the Council of Europe Convention on the Manipulation of Sports Competitions (Macolin Convention) recognizes that preserving the integrity of sport requires effective governance, transparency, cooperation, and measures to prevent corruption and competition manipulation.⁴ The IOC Safe Sport Framework and the IOC Consensus Statements on Harassment and Abuse in Sport likewise emphasize that all athletes are entitled to participate in an environment that is safe, respectful, inclusive, and free from abuse, harassment, exploitation, violence, retaliation, and other forms of misconduct.⁵

Notwithstanding these accomplishments, the Philippine sports sector continues to confront persistent governance and institutional challenges. Existing laws primarily focus on sports development, incentives, and institutional support, but they do not establish a comprehensive legal framework prescribing minimum standards for governance, financial accountability, transparency, athlete safeguarding, and institutional integrity applicable to sports entities receiving public support.

Over the years, the country has witnessed controversies involving governance disputes within sports organizations, conflicts between athletes and sports officials, concerns over transparency and accountability in the management of public resources, and incidents affecting athlete safety and welfare. More recently, the tragic drowning incident that claimed the lives of Ateneo de Manila University basketball players Rene Baterbonia and Divine Adili underscored the urgent need to strengthen institutional safeguards, duty-of-care standards, emergency preparedness, and athlete protection mechanisms throughout the Philippine sports system.

As government investment in sports continues to increase and Filipino athletes achieve greater success in international competitions, there is a corresponding obligation to ensure that public funds are managed responsibly, athletes are adequately protected, sports entities adhere to the highest standards

² UNESCO, International Charter of Physical Education, Physical Activity and Sport (2015), particularly Articles 1, 8, 9, and 10 (<https://unesdoc.unesco.org/ark:/48223/pf0000235409>) Accessed on 11 July 2026

³ International Partnership against Corruption in Sport (IPACS), Sport Governance Benchmark and Guidelines: 50 Recommendations (<https://indd.adobe.com/view/b06877dc-5ee0-4cbc-a8a9-8dc6234dcdd2>) Accessed on 11 July 2026

⁴ Council of Europe, Convention on the Manipulation of Sports Competitions (Macolin Convention) (CETS No. 215, 2014) (<https://www.news.admin.ch/newsd/message/attachments/51160.pdf>) Accessed on 11 July 2026

⁵ International Olympic Committee, IOC Safe Sport Framework (2016, as updated) https://cdn.dosb.de/alter_Datenbestand/Bilder_allgemein/Veranstaltungen/Rio_2016/IOC_Framework_for_safeguarding_athletes.pdf (Accessed on 11 July 2026), and IOC Consensus Statement: Harassment and Abuse (Non-Accidental Violence) in Sport (2016; updated guidance) <https://bjism.bmj.com/content/bjsports/50/17/1019.full.pdf> (Accessed on 11 July 2026)

of governance and integrity, and the institutions entrusted with the development of Philippine sports remain transparent, accountable, and responsive to the needs of athletes and the public.

At present, there is no comprehensive law establishing a unified governance framework that harmonizes standards on governance, financial accountability, transparency, safeguarding, athlete welfare, integrity, and institutional oversight across the Philippine sports sector. Consequently, governance practices vary significantly among national sport associations, athletic associations, sports organizations, or clubs, gyms, training centers, educational institutions, local governments, amateur sports organizations, or other entities engaged in the training, promotion, development, management, or conduct of sports and athletic activities, resulting in inconsistent accountability mechanisms and uneven institutional capacity.

This measure seeks to address these institutional gaps by institutionalizing a National Sports Governance Framework that substantially aligns Philippine sports governance with the principles embodied in the Olympic Charter, the UNESCO International Charter of Physical Education, Physical Activity and Sport, the IPACS Sport Governance Benchmark and Guidelines, and other internationally recognized standards on governance, integrity, transparency, safeguarding, and responsible autonomy. At the same time, it fully respects the technical independence of sports entities in accordance with Republic Act No. 6847, the Olympic Charter, and the rules of the appropriate international sports federations.

The bill establishes minimum governance standards for sports entities receiving public assistance through the adoption of the Philippine Sports Governance Code, governance compliance ratings, accreditation standards, independent financial reporting, and performance-based institutional incentives. It also institutionalizes a comprehensive Safe Sport framework, mandatory safeguarding policies, medical governance standards, child protection measures, and athlete welfare programs to ensure that athletic excellence is pursued without compromising safety, dignity, or human rights.

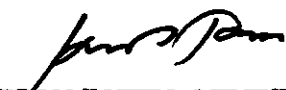
The measure further strengthens institutional accountability by creating the Sports Integrity and Compliance Office (SICO) as the Philippine Sports Commission's administrative monitoring and compliance support office for governance, financial accountability, transparency, and safeguarding standards, while expressly prohibiting interference with technical sporting matters reserved to sports entities. Moreover, it creates the Philippine Sports Ombuds as an independent office for grievance assistance, mediation, and the resolution of athlete welfare concerns, thereby providing athletes and other sports participants with an accessible and impartial mechanism for the protection of their rights.

Recognizing that sustainable sporting success depends upon strong institutions as much as athletic talent, the bill likewise promotes evidence-based governance, grassroots sports development, coaching professionalization, athlete participation in governance, public transparency, and institutional capacity building. It aligns Philippine sports governance with internationally recognized principles of good governance, responsible autonomy, athlete safeguarding, integrity, and accountability, while preserving the exclusive authority of national sports associations, the Philippine Olympic Committee, and other recognized sports governing bodies over technical sporting matters.

Ultimately, this measure seeks not merely to improve the administration of sports but to establish a culture of integrity, transparency, accountability, responsible autonomy, and athlete-centered governance that will strengthen public confidence in Philippine sports institutions, ensure the responsible stewardship of

public resources, protect the welfare of athletes, and create a sustainable foundation for continued sporting excellence and international competitiveness.

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


KEITH MICAH "ATTY. MIKE" D.L. TAN
4th District, Quezon


IRIS MARIE D. MONTES
Kababaihan Kabalikatan para sa Kapakanan
at Kaunlaran ng Bayan (4K) Party-list

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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HOUSE BILL NO. 10064

Introduced by: Rep. Keith Micah "Atty. Mike" D.L. Tan and
Rep. Iris Marie D. Montes

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THEREFOR

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

ARTICLE I
GENERAL PROVISIONS

SECTION 1. *Short Title.* — This Act shall be known as the "National Sports Governance Act."

SEC. 2. *Declaration of Policy.* — It is the policy of the State to promote sports as an integral component of national development and nation-building by fostering physical fitness, health, discipline, teamwork, character formation, social inclusion, and excellence among Filipinos.

The State recognizes the vital role of athletes, coaches, sports officials, and organizations in advancing national sports development and enhancing the country's competitiveness in international sporting events.

The State also recognizes that sports governance involving the protection of athlete welfare and the expenditure of public funds is imbued with public interest and accountability. Accordingly, it shall promote transparency, integrity, professionalism, and responsible stewardship in the management of public resources devoted to sports development.

Consistent with the Olympic Charter, Republic Act No. 6847, otherwise known as the "Philippine Sports Commission Act," and internationally recognized principles of sports governance, the State shall respect and uphold the autonomy and self-governance of National Sports Associations and other recognized sports governing bodies in the administration, regulation, and technical conduct of their respective sports, free from undue political interference, while ensuring compliance with applicable laws relating to public athlete welfare, human rights, accountability, financial transparency, and the proper use of public funds.

Toward this end, the State shall institutionalize a sports governance framework that is athlete-centered, transparent, accountable, inclusive, ethical, and performance-oriented, while respecting the autonomy of sports organizations and promoting cooperation among government agencies, National Sports Associations, educational institutions, local government units, and other stakeholders.

The State shall ensure equitable access to sports opportunities regardless of gender, age, disability, ethnicity, religion, geographic location, or socio-economic

status, and shall protect athletes from all forms of abuse, harassment, violence, exploitation, discrimination, retaliation, corruption, match-fixing, doping, and other practices that undermine athlete welfare, sports integrity, and fair competition.

The State shall further promote grassroots sports development, evidence-based athlete development pathways, ethical leadership, professional sports administration, safe sporting environments, and the prudent, efficient, and transparent utilization of public resources in pursuit of sporting excellence and national pride.

SEC. 3. *Definition of Terms.* — As used in this Act:

(a) *Athlete* refers to any person who participates in organized sports training or competition, such as student-athletes, out-of-school youth, amateur athletes, para athletes, athletes with disabilities, and national training pool members;

(b) *Athlete Representative* refers to an athlete duly elected or selected to represent the interests, rights, and welfare of athletes in the governing body, board, council, committee, or decision-making structure of a sports organization;

(c) *Athletes with disabilities* refer to persons with disabilities, as defined under Republic Act No. 7277, otherwise known as the "Magna Carta for Disabled Persons", as amended, who are Filipino citizens, recognized and accredited by the Philippine Sports Commission (PSC) and the National Paralympic Committee of the Philippines (NPC PHIL), and who have represented the country in international sports competitions;

(d) *Athlete Safeguarding* refers to the policies, procedures, and measures designed to prevent, identify, report, investigate, and address abuse, harassment, exploitation, violence, discrimination, neglect, and other forms of harm affecting athletes and sports participants;

(e) *Coach* refers to any person who instructs, trains, supervises, mentors, or prepares athletes for participation in sports, competitions, or athletic development programs;

(f) *Governance Compliance Rating* refers to the official assessment issued by the PSC through the Sports Integrity and Compliance Office (SICO) measuring the degree of compliance of a sports organization with the governance, transparency, accountability, safeguarding, and integrity standards prescribed under this Act;

(g) *Governance Probation* refers to a temporary compliance status imposed upon a sports organization requiring corrective action, enhanced monitoring, and governance reforms due to deficiencies identified under this Act;

(h) *Grassroots Sports* refers to community-based, school-based, barangay-based, recreational, and introductory sports activities intended to encourage participation, talent identification, and athlete development;

(i) *Integrity Violation* refers to any act or omission that violates the governance, integrity, transparency, accountability, financial accountability, or safeguarding standards established under this Act, including but not limited to corruption, fraud, bribery, embezzlement, competition manipulation, abuse of authority, financial misconduct, conflicts of interest, ethical misconduct, retaliation against whistleblowers, and similar conduct that undermines public trust in sport;

(j) *International Sports Competitions* refer to international sports competitions under the following categories:

1. Regular major competitions such as the Summer Olympic Games, Winter Olympic Games, Asian Games, Asian Winter Games, Southeast Asian (SEA) Games, Youth Olympic Games, Paralympic Games, Asian Park Games, Asian Indoor and Martial Arts Games, Asian Beach Games and the Association of Southeast Asian Nations (ASEAN) Para Games;

2. World-level championships held at least every two (2) years with at least forty-five (45) countries participating by sport;

3. Asian-level competitions held at least every two (2) years with at least twenty-five (25) countries participating by sport; and

4. Qualifying competitions for World-level games with at least ten (10) countries participating.

Competitions granting prize money shall not be included.

(k) *Local Sports Development Plan* refers to the comprehensive sports development plan formulated by a province, city, or municipality to guide local sports programs, athlete development, facility planning, and grassroots participation;

(l) *Medical Confidential Information* refers to personal information relating to an athlete's physical health, mental health, medical history, diagnosis, treatment, disability, injury records, genetic information, medical clearances, laboratory results, or other health-related data protected under applicable laws;

(m) *National Athletes* refer to athletes, including persons with disabilities who are Filipino citizens, members of the national training pool, recognized and accredited by the Philippine Olympic Committee (POC) and the Philippine Sports Commission (PSC), including athletes with disabilities (AWD) who are recognized and accredited by the National Paralympic Committee of the Philippines (NPC PHIL) and the PSC, and who have represented the country in international sports competitions;

(n) *National Athletes' Council* refers to the representative body established under this Act to ensure athlete participation in sports governance and policy development;

(o) *National Athlete Pathway Program* refers to the integrated national framework that provides a structured progression of athletes from grassroots participation to elite, professional, and international competition;

(p) *National Registry of Athletes* refers to the official national database of athletes established under this Act and maintained by the PSC;

(q) *National Registry of Coaches* refers to the official national database of coaches established under this Act and maintained by the PSC through the Philippine Sports Institute (PSI);

(r) *National Sports Associations* refer to bodies organized for their respective sports in the Philippines and/or affiliated with their respective international federations, which are recognized by the International Olympic Committee;

(s) *Open Sports Data* refers to non-personal sports-related information that may be publicly disclosed through the National Sports Transparency Portal in machine-readable and reusable formats, subject to applicable laws;

(t) *Performance-Based Funding* refers to the allocation or release of government financial assistance based on measurable governance, athlete welfare, development, and performance indicators established under this Act;

(u) *Restricted Data* refers to information that is not publicly available and may only be disclosed to authorized persons for legitimate governmental, administrative, regulatory, or operational purposes;

(v) *Safe Sport Program* refers to the national program established under this Act for the prevention, reporting, investigation, and resolution of abuse, harassment, discrimination, and safeguarding violations in sports;

(w) *Sports Participant* refers to any athlete, coach, trainer, referee, official, volunteer, employee, administrator, medical professional, parent, guardian, or other person involved in organized sports activities;

(x) *Sports Promotion and Development Entity* or Sports Entity refers to a National Sport Association, athletic association, sports organization, or club, gym, training center, educational institution, local government, amateur sports organization, or other entity engaged in the training, promotion, development, management, or conduct of sports and athletic activities.

ARTICLE II SPORTS GOVERNANCE, INTEGRITY AND COMPLIANCE

SEC. 4. *Institutionalization of the National Sports Governance Framework.* — A National Sports Governance Framework, hereinafter referred to as the Framework, is hereby instituted to serve as a minimum governance, financial accountability, integrity, and safeguarding standard applicable to all Sports Promotion and Development Entities or Sports Entities.

The Framework shall promote the following principles:

- (a) Transparency in governance and financial operations;
- (b) Accountability in the management and utilization of public funds and resources;
- (c) Financial integrity and responsible stewardship of assets;
- (d) Democratic governance through fair, transparent, participatory, and accountable decision-making processes consistent with the constitutions and bylaws of sports entities;
- (e) Institutional checks and balances through appropriate governance structures, internal controls, and oversight mechanisms;
- (f) Ethical conduct and conflict-of-interest management;
- (g) Athlete welfare, safeguarding, and protection from abuse, harassment, exploitation, discrimination, and violence;
- (h) Child protection and safe sport practices;
- (i) Diversity, inclusion, and equal opportunity;
- (j) Integrity, anti-corruption, and anti-doping compliance consistent with applicable laws and international standards;

(k) Protection of the integrity of sport through measures to prevent, detect, and address integrity violations;

(l) Institutional sustainability and organizational effectiveness; and

(m) A culture of integrity, accountability, ethical conduct, and zero tolerance for corruption, fraud, abuse, safeguarding violations, retaliation, financial misconduct, and other unethical conduct that undermines public trust and the integrity of sport.

Nothing in this Act or in the Framework shall be construed to authorize government interference in the technical autonomy of the National Sports Associations (NSAs) or other sports entities, and the Philippine Olympic Committee (POC) or other recognized sports governing bodies. Matters relating to athlete selection, eligibility, rankings, team composition, coaching decisions, the technical rules of competition, officiating, competition management, sporting calendars, disciplinary actions involving technical sporting matters, and other functions traditionally exercised by sports governing bodies and sports entities shall remain within their exclusive authority, subject to applicable international federation rules and the Olympic Charter.

SEC. 5. *Good Governance Code for Sports Entities.* — Within one (1) year from the effectivity of this Act, the Philippine Sports Commission (PSC), in consultation with the NSAs, the POC, athletes' representatives, relevant government agencies, the academe, civil society organizations, and other stakeholders, shall promulgate a Philippine Sports Good Governance Code, hereinafter referred to as the Code, consistent with the Framework as provided in this Act.

The Code shall establish minimum standards relating to governance, financial accountability, integrity, and safeguarding, including:

- (a) Governing board responsibilities and fiduciary duties;
- (b) Conflict-of-interest disclosure and management;
- (c) Transparency and reporting requirements;
- (d) Financial management, accounting, and auditing standards;
- (e) Procurement and asset management involving public funds;
- (f) Athlete welfare and safeguarding mechanisms;
- (g) Child protection and safe sport policies;
- (h) Prevention of abuse, harassment, discrimination, and retaliation;
- (i) Integrity and ethics programs;
- (j) Anti-corruption measures and whistleblower protection; and
- (k) Compliance and risk management systems.

Compliance with the Code shall be limited to governance, financial accountability, integrity, and safeguarding matters, and shall not require sports entities to alter their technical rules, athlete selection processes, coaching structures, competition systems, eligibility standards, disciplinary procedures

relating to technical sporting matters, or other aspects of sports administration protected by the principle of sporting autonomy.

Sports entities shall retain full authority over technical and sporting matters in accordance with Republic Act No. 6847, otherwise known as "The Philippine Sports Commission Act", the Olympic Charter, and the rules of their respective international federations.

SEC. 6. *Role Delineation of Key Institutions.* — The respective roles of the key institutions involved in the implementation of this Act, each exercising distinct and complementary functions consistent with the autonomy of the POC, NSAs, and other sports entities, are as follows:

(a) The PSC shall remain the primary government agency responsible for national sports policy formulation, strategic planning, program coordination, allocation and administration of public funding, capacity-building initiatives, and the promotion of governance, transparency, accountability, and athlete welfare standards in sports organizations receiving public support;

(b) The PSI shall serve as the technical, scientific, research, education, and athlete development arm of the PSC, responsible for sports science, sports medicine, coaching education, athlete development programs, and other high-performance support services;

(b) The Philippine Sports Ombuds (PSO) shall serve as an independent and impartial body for the receipt, evaluation, mediation, conciliation, and resolution of complaints involving governance, athlete welfare, safeguarding, discrimination, harassment, abuse, ethical misconduct, conflicts of interest, and other non-technical disputes within the sports sector. The PSO shall promote alternative dispute resolution mechanisms and may issue recommendations to the appropriate authorities, without prejudice to the jurisdiction of courts, arbitral bodies, or sports governing organizations;

(d) The Sports Integrity and Compliance Office (SICO) shall operate under the PSC and shall exercise administrative oversight with respect to governance compliance, financial accountability, safeguarding requirements, integrity standards, anti-corruption measures, and the proper utilization of public funds by sports entities. SICO shall not review, overturn, modify, or interfere with technical sporting decisions or matters falling within the autonomous authority of NSAs and other sports entities, the POC or recognized sports governing bodies; and

(e) The National Athletes' Council (NAC) shall serve as the recognized consultative and representative body of Filipino athletes in matters relating to athlete welfare, safeguarding, governance reforms, policy development, and sports sector consultation processes.

The powers and functions of the aforesaid institutions shall be exercised in a manner consistent with Republic Act No. 6847, the Olympic Charter, and the internationally recognized principle of the autonomy of sport.

SEC. 7. *Sports Integrity and Compliance Office.* — There is hereby established under the PSC a Sports Integrity and Compliance Office (SICO), which shall serve as the administrative monitoring and compliance support unit for governance, financial accountability, transparency, and athlete safeguarding standards.

The SICO shall not exercise jurisdiction over technical, competitive, disciplinary, selection, eligibility, officiating, coaching, training, or other sport-specific matters that are within the authority of the sports entities.

For the purposes of this Act, the SICO shall have the following functions:

(a) Monitor compliance by sports entities with the governance, safeguarding, athlete welfare, transparency, financial accountability, and reporting requirements as prescribed under this Act and other applicable laws;

(b) Conduct periodic compliance assessments and issue Governance Compliance Ratings based solely on governance, financial accountability, transparency, safeguarding, and organizational integrity indicators;

(c) Require the submission of governance reports, financial disclosures, safeguarding policies, compliance certifications, and other documents reasonably necessary for administrative compliance monitoring;

(d) Provide technical assistance, capacity-building programs, model policies, and advisory services to assist sports entities in achieving compliance with governance and safeguarding standards;

(e) Identify governance, financial accountability, safeguarding, or integrity deficiencies and recommend corrective measures through Governance Improvement Plans;

(f) Recommend to the PSC the grant, conditional release, suspension, reduction, or withholding of government funding, grants, subsidies, incentives, or other forms of public assistance based solely on compliance with governance, financial accountability, transparency, and safeguarding requirements, subject to due process;

(g) Maintain and publish governance compliance ratings, compliance reports, and other non-confidential information through the National Sports Transparency Portal;

(h) Receive complaints involving governance, financial accountability, safeguarding, transparency, or alleged integrity violations, particularly allegations of corruption, bribery, conflicts of interest, match manipulation, or other integrity-related misconduct affecting the fairness or integrity of sport involving sports entities, athletes, coaches, officials, technical officials, or other persons subject to this Act, and refer the same to the appropriate authority, including the PSO, Commission on Audit (COA), Office of the Ombudsman (OMB), Department of Justice (DOJ), Philippine National Police (PNP), National Bureau of Investigation (NBI), Securities and Exchange Commission (SEC), or other competent agencies, as may be appropriate. The SICO shall not review, invalidate, or overturn technical officiating decisions, competition results, or other sport-specific determinations, which shall remain within the jurisdiction of the appropriate sports governing body; and

(i) Submit annual reports to the PSC and Congress regarding the state of governance, financial accountability, transparency, and safeguarding compliance in the Philippine sports sector.

The SICO shall have no authority to adjudicate disputes, impose disciplinary sanctions upon athletes, coaches, officials, or sports organizations, invalidate elections, interfere in athlete selection, determine competition eligibility, modify sporting rules, or exercise any power reserved under the constitutions, by-laws, or technical regulations of NSAs and other sports entities, the POC, or international sporting bodies.

Nothing in this Act shall be construed to diminish the constitutional and statutory powers of the COA, OMB, SEC, DOJ, law enforcement agencies, or any

other government agency vested by law with audit, investigative, regulatory, disciplinary, or prosecutorial authority.

All sports entities shall cooperate with lawful requests for information issued by the SICO in the performance of its monitoring and compliance functions. Failure to submit required reports or to comply with governance reporting requirements may constitute a governance compliance violation for purposes of determining eligibility for government funding and incentives under this Act.

SEC. 8. *Creation of the Philippine Sports Ombuds.* — There is hereby established a Philippine Sports Ombuds (PSO), which shall serve as an independent and accessible athlete-grievance assistance, mediation, and dispute-resolution mechanism within the Philippine sports sector.

The PSO shall promote and protect athlete welfare by facilitating the fair, timely, and impartial resolution of grievances involving athletes and other sports participants and by assisting complainants in accessing appropriate remedies under existing laws and regulations.

The PSO shall have the following powers and functions:

(a) Receive and evaluate complaints, concerns, requests for assistance, and grievances filed by athletes, coaches, parents, guardians, or other sports participants involving integrity violations; infringements of athlete rights, welfare, and safeguarding standards; discrimination, harassment, abuse, denial of benefits, eligibility concerns, selection disputes, and similar matters arising within the sports sector;

(b) Facilitate mediation, conciliation, restorative processes, and other alternative dispute-resolution mechanisms for disputes involving athletes, sports entities, educational institutions, coaches, officials, and other stakeholders, subject to the voluntary participation of the parties;

(c) Provide information, guidance, and assistance regarding athlete rights, welfare standards, available grievance mechanisms, and remedies under applicable laws, regulations, and policies;

(d) Refer complaints to the proper sports governing body, educational institution, government agency, law enforcement authority, administrative body, or court having jurisdiction over the matter;

(e) Recommend corrective measures, policy improvements, safeguarding interventions, and institutional reforms to the PSC, sports entities, educational institutions, and other relevant entities;

(f) Maintain a confidential and accessible grievance assistance system for athletes and sports participants;

(g) Monitor trends, recurring issues, and systemic concerns affecting athlete welfare and submit recommendations to the PSC and other concerned agencies;

(h) Coordinate with sports organizations, educational institutions, government agencies, civil society organizations, and athlete representatives to strengthen grievance-resolution and athlete-protection mechanisms; and

(i) Submit an annual report to the President, Congress, and the PSC summarizing the grievances received, mediation outcomes, systemic concerns identified, and recommendations for legislative, regulatory, or policy reforms.

The PSO shall not exercise prosecutorial, adjudicatory, disciplinary, or law-enforcement powers and shall not issue binding decisions, impose sanctions, compel compliance, or determine criminal, civil, or administrative liability.

Complaints involving student-athletes shall be coordinated with the Department of Education (DepEd) and the Commission on Higher Education (CHED) pursuant to Republic Act No. 10676, otherwise known as the "Student-Athletes Protection Act." The PSO may provide assistance, mediation services, and recommendations but shall not supplant or interfere with the jurisdiction, disciplinary authority, or grievance mechanisms of DepEd, CHED, educational institutions, athletic associations, or other competent authorities.

No athlete, coach, official, employee, volunteer, or sports participant shall be subjected to retaliation, intimidation, discrimination, suspension, exclusion, or other adverse action for seeking assistance from, participating in mediation before, or filing a grievance with the PSO. Cases involving retaliation may be referred to the proper authority having jurisdiction.

Nothing in this Section shall prevent any person from directly seeking relief before the proper courts, administrative agencies, sports governing bodies, or other authorities authorized by law.

SEC. 9. *Grievance Review, Information Gathering, and Referral Authority.* — In carrying out its functions under this Act, the PSO may:

(a) Request from parties, on a voluntary basis, information, documents, records, statements, and other materials relevant to the resolution of a grievance or mediation proceeding;

(b) Conduct interviews, consultations, case conferences, and fact-finding reviews necessary to understand the issues raised in a complaint and determine the appropriate referral or dispute-resolution mechanism;

(c) Convene mediation, conciliation, or facilitated dialogue sessions with the consent of the parties;

(d) Request technical assistance, information sharing, or cooperation from the PSC, concerned sports entities, educational institutions, DepEd, CHED, and other government agencies consistent with existing laws;

(e) Issue non-binding recommendations to concerned entities regarding athlete welfare, safeguarding, grievance resolution, or policy improvements; and

(f) Refer matters to the appropriate authority whenever the complaint appears to involve criminal offenses, corruption, graft, administrative misconduct, child protection violations, labor issues, educational disputes, human rights concerns, or other matters falling within the jurisdiction of another agency or tribunal.

The PSO shall not issue subpoenas, administer oaths for compulsory investigations, compel testimony, conduct custodial investigations, adjudicate disputes, impose sanctions, cite persons in contempt, or exercise powers vested by law in courts, quasi-judicial agencies, law enforcement bodies, or the Office of the Ombudsman.

All information obtained by the PSO shall be handled in accordance with the Constitution, Republic Act No. 10173 or the Data Privacy Act of 2012, applicable child-protection laws, and the principles of confidentiality and due process.

SEC. 10. *Independence, Appointment, and Qualifications.* — The PSO shall be appointed by the President from a shortlist prepared by a Selection Committee composed of representatives from the judiciary, sports sector, academe, athletes, and civil society.

The PSO shall:

- (a) Be a natural-born citizen of the Philippines;
- (b) Be of proven integrity, impartiality, and independence;
- (c) Have at least ten (10) years of experience in law, mediation, dispute resolution, sports administration, athlete welfare, human rights, governance, education, or related fields;
- (d) Possess demonstrated competence in alternative dispute resolution, grievance management, athlete welfare, or institutional governance; and
- (e) Serve a fixed term of six (6) years without reappointment.

The PSO shall perform its functions independently and impartially and shall not hold any elective office or any position in a national sports association, professional sports league, or sports governing body during the term of office.

The PSO shall function primarily as an athlete assistance, grievance-resolution, and mediation office and shall not be deemed a constitutional ombudsman, quasi-judicial agency, prosecutorial office, or law-enforcement body.

ARTICLE III TRANSPARENCY AND ACCOUNTABILITY

SEC. 11. *Public Disclosure Requirements.* — To promote transparency, accountability, and public confidence in the administration of sports organizations, all sports entities receiving government funding, subsidies, grants, incentives, or other forms of public assistance shall annually prepare, publish, and make readily accessible to the public through their official websites and the National Sports Transparency Portal, reports relating to their governance, financial management, and organizational performance.

At a minimum, such disclosures shall include:

- (a) Audited financial statements prepared in accordance with applicable accounting and auditing standards;
- (b) Approved annual budgets and corresponding budget utilization reports;
- (c) Procurement plans, procurement contracts, and major expenditures funded in whole or in part by public funds;
- (d) Annual performance reports describing athlete development programs, competition participation, and organizational accomplishments; and
- (e) Governance compliance reports demonstrating adherence to applicable governance, safeguarding, financial accountability, and athlete welfare standards.

Provided, That no disclosure under this Section shall include personal data, sensitive personal information, privileged information, medical records, disciplinary records, safeguarding reports, personal contact information, or any information that may directly or indirectly identify an athlete, coach, official, employee, complainant,

witness, or other individual, except as authorized by law or with the lawful basis required under Republic Act No. 10173, otherwise known as the "Data Privacy Act of 2012."

All disclosures shall comply with the principles of transparency, legitimate purpose, and proportionality, and shall be limited to information reasonably necessary to promote public accountability in the use of public funds and the governance of covered organizations.

The required disclosures shall be published not later than one hundred twenty (120) days after the close of each fiscal year and shall remain publicly accessible for a period of not less than five (5) years, subject to applicable records retention and data privacy laws.

The PSC shall prescribe uniform disclosure standards and reporting templates in consultation with the NPC.

Failure to comply with this Section shall constitute a governance violation under this Act.

SEC. 12. *Term Limits for Sports Officials.* — To promote democratic governance, accountability, leadership renewal, and broader stakeholder participation in sports administration, elected or appointed members of the governing boards of relevant sports entities shall serve for a term of four (4) years and may hold the same position for a maximum of three (3) consecutive terms, subject to applicable laws, the Revised Corporation Code of the Philippines, organizational constitutions, and by-laws.

No person shall serve in the same position for more than twelve (12) consecutive years.

Upon completion of the maximum allowable consecutive terms, the official shall be ineligible to occupy the same position for at least one (1) full term before becoming eligible again.

Any attempt to circumvent the term limits prescribed under this Act through interim appointments, holdover arrangements, acting designations, or substantially similar mechanisms shall be counted toward the computation of the maximum allowable period.

The collection, processing, storage, publication, and disclosure of information relating to elections, appointments, qualifications, declarations of interests, terms of office, and governance records of sports officials shall be subject to Republic Act No. 10173. Public disclosure shall be limited to information reasonably necessary to ensure transparency and accountability and shall exclude personal data unrelated to the discharge of official functions.

The PSC shall establish appropriate safeguards to protect personal information contained in governance records and election-related documents.

SEC. 13. *Independent Audit and Public Accountability.* — All sports entities receiving funding, subsidies, grants, incentives, or any form of financial assistance from the government shall be subject to annual independent audits to ensure transparency, accountability, and the proper use of public funds.

Such audits shall be conducted by an independent external auditor accredited in accordance with applicable laws and standards, or by the COA, as may be appropriate.

The audit shall cover the accuracy of the financial statements, the utilization of public funds, internal control systems, compliance with applicable financial and procurement rules, and adherence to the governance requirements under this Act.

Audit reports, including the auditor's opinion and executive summary of findings, shall be made publicly accessible through the official website of the concerned organization and the National Sports Transparency Portal within ninety (90) days from completion of the audit.

Provided, That audit reports released to the public shall be redacted as necessary to protect personal data, sensitive personal information, medical information, safeguarding records, personnel records, whistleblower identities, witness information, and other confidential information protected by law.

Detailed audit working papers, supporting documentation, and records containing personal information shall be subject to controlled access and may only be disclosed to authorized government agencies, oversight bodies, courts, or other entities with lawful authority.

The PSC, COA, and the National Privacy Commission (NPC) shall coordinate in developing guidelines governing the publication, retention, sharing, and protection of audit-related information.

Failure to submit to the required audit or the deliberate concealment or misrepresentation of material audit findings shall constitute a serious governance violation under this Act.

SEC. 14. *Open Sports Data Portal.* — The PSC shall establish, operate, and maintain a National Sports Transparency Portal as the official centralized platform for the disclosure of information relating to sports governance, public funding, programs, and organizational accountability.

The Portal shall promote transparency, accountability, public participation, and evidence-based policy-making while ensuring full compliance with Republic Act No. 10173 and all applicable issuances of the NPC.

At a minimum, the Portal may contain:

(a) Approved budgets, financial allocations, and expenditures relating to government-supported sports programs;

(b) Grants, subsidies, incentives, and other forms of public financial assistance provided to sports entities;

(a) Aggregated and anonymized information regarding athlete assistance programs, scholarships, training support, medical assistance, insurance coverage, and other welfare programs;

(d) Official competition results, rankings, and participation records that are publicly available or officially released by the relevant sports entities; and

(e) Governance compliance reports, audit summaries, safeguarding statistics in anonymized form, and other organizational accountability information.

No personal data, sensitive personal information, medical records, safeguarding complaints, disciplinary records, biometric data, contact information, financial account information, or other confidential information shall be published in the Portal unless expressly authorized by law, necessary for the performance of a

public function, or supported by an appropriate lawful basis under the Data Privacy Act of 2012.

The PSC shall implement appropriate organizational, physical, and technical security measures, including role-based access controls, data classification standards, audit trails, encryption, retention schedules, breach notification procedures, and regular privacy impact assessments.

The PSC shall likewise establish procedures for correcting inaccurate information, responding to data subject requests, and restricting access to confidential records in accordance with applicable privacy laws.

Failure to comply with mandatory reporting requirements for inclusion in the Portal shall constitute a governance violation under this Act, provided that no organization shall be compelled to disclose information in violation of the Data Privacy Act of 2012 or other confidentiality laws.

ARTICLE IV PERFORMANCE GOVERNANCE

SEC. 15. *National Sports Performance Scorecard.* — To support evidence-based planning, organizational accountability, and continuous improvement in sports administration, the PSC, in coordination with the PSI, shall develop and implement a National Sports Performance Scorecard, hereinafter referred to as the Scorecard, applicable to sports entities receiving public funds, subsidies, grants, or incentives.

The Scorecard shall serve as a governance and organizational assessment tool and shall not be construed as a mechanism for determining athlete eligibility, selection, technical decisions, competition results, or other matters falling within the technical autonomy of NSAs and other recognized sporting bodies.

The Scorecard shall assess, at a minimum, the following domains:

- (a) Governance Compliance, including adherence to applicable governance, safeguarding, transparency, accountability, and financial management standards;
- (b) Athlete Welfare and Safeguarding Systems, including the existence and implementation of policies relating to athlete protection, medical support, mental health, grievance mechanisms, and safe sport environments;
- (c) Grassroots and Development Programs, including initiatives for participation, talent development, and community sports promotion;
- (d) Gender Equality and Inclusion Measures;
- (e) Financial Accountability and Stewardship of Public Funds; and
- (f) Organizational Capacity and Sustainability.

The PSC shall establish objective indicators, benchmarks, reporting mechanisms, and evaluation methodologies for the implementation of the Scorecard.

The results of the Scorecard may be used for policy formulation, governance improvement programs, technical assistance, capacity-building initiatives, recognition programs, and the determination of organizational eligibility for certain discretionary government grants or institutional incentives.

Provided, however, That no governance rating, compliance assessment, funding adjustment, sanction, suspension, or other action taken against a sport entity shall diminish, delay, suspend, impair, or otherwise affect any monetary award, incentive, benefit, privilege, scholarship, allowance, insurance coverage, pension entitlement, medical assistance, or other right granted directly to athletes, coaches, trainers, or support personnel under Republic Act No. 10699, Republic Act No. 6847, Republic Act No. 11470, or other applicable laws.

The Scorecard shall be published annually through the National Sports Transparency Portal, subject to applicable laws on privacy, confidentiality, and data protection.

SEC. 16. *Performance-Based Funding.* — To promote responsible stewardship of public resources and encourage continuous improvement in sports governance, the PSC may implement a Performance-Based Funding Mechanism for sports entities receiving discretionary government grants, subsidies, incentives, or institutional support.

The Performance-Based Funding Mechanism shall be designed to encourage compliance with governance, safeguarding, financial accountability, and organizational development standards and shall not interfere with the technical autonomy of sports entities in matters relating to athlete selection, coaching, competition strategy, training methodologies, technical rules, or sporting decisions.

For this purpose, the PSC shall establish transparent criteria and assessment mechanisms, taking into account:

- (a) Governance Compliance;
- (b) Financial Accountability;
- (c) Athlete Welfare and Safeguarding Measures;
- (d) Development and Participation Programs; and
- (e) Organizational Capacity and Sustainability.

The PSC shall ensure that any performance-based funding framework is applied fairly, proportionately, transparently, and with due regard to the differing capacities and circumstances of covered organizations.

Any reduction, suspension, withholding, conditioning, or reallocation of institutional funding arising from governance or compliance deficiencies shall, whenever practicable, be directed at organizational, administrative, or discretionary expenditures and shall not result in the denial, withholding, reduction, delay, forfeiture, or impairment of benefits, incentives, awards, allowances, training support, medical assistance, insurance coverage, scholarships, pensions, or other entitlements granted directly to athletes, coaches, trainers, or support personnel under Republic Act No. 10699 and other applicable laws.

Where governance deficiencies are found, the PSC shall, to the extent practicable and consistent with existing laws, establish mechanisms to ensure the continued delivery of athlete support and statutory benefits through alternative administrative arrangements, direct disbursement systems, escrow mechanisms, or other appropriate means.

No athlete shall be penalized, disadvantaged, disqualified, or deprived of any statutory benefit solely by reason of the governance, financial, administrative, or compliance deficiencies of a sports entity.

The implementing rules and regulations (IRR) shall prescribe detailed safeguards to ensure that performance-based funding promotes accountability while protecting athlete welfare and preserving all benefits guaranteed under existing laws.

ARTICLE V SEAL OF GOOD SPORTS GOVERNANCE

SEC. 17. *Creation of the Seal of Good Sports Governance.* — There is hereby established a Seal of Good Sports Governance (SGSG) which shall serve as the highest national recognition for excellence in sports governance, athlete welfare, integrity, transparency, inclusiveness, grassroots development, and performance management.

The SGSG shall be administered by the PSC.

SEC. 18. *Coverage.* — The Seal of Good Sports Governance shall be conferred upon:

- (a) NSAs;
- (b) Regional sports associations;
- (c) Provincial, city, municipal, and barangay sports councils;
- (d) Government-owned or government-funded sports institutions;
- (e) State universities and colleges with sports development programs; and
- (f) Other sports organizations as may be determined by the Commission.

SEC. 19. *Core Assessment Areas.* — Assessment for the Seal shall include, but not be limited to:

- (a) Good Governance and Accountability;
- (b) Financial Transparency and Integrity;
- (c) Athlete Welfare and Protection;
- (d) Safe Sport and Safeguarding Compliance;
- (e) Gender Equality and Inclusion;
- (f) Grassroots and Community Sports Development;
- (g) Youth and Collegiate Athlete Development;
- (h) Ethical Conduct and Anti-Corruption Measures;
- (i) Accessibility and Inclusion of Persons with Disabilities;
- (j) Environmental Sustainability in Sports Programs;
- (k) Competitive Performance and Talent Development; and
- (l) Innovation and Digital Transformation in Sports Administration.

SEC. 20. *Incentives.* — Recipients of the Seal of Good Sports Governance shall be entitled to:

- (a) Priority access to national sports development grants;
- (b) Eligibility for performance-based funding incentives;
- (c) Priority consideration for infrastructure assistance programs;
- (d) Technical assistance and capacity-building support;
- (e) National recognition and awards; and
- (f) Other incentives as may be determined by the PSC.

SEC. 21. *Sports Governance Incentive Fund.* — A Sports Governance Incentive Fund shall be established to reward sports organizations and local government units demonstrating exemplary compliance with governance standards and outstanding performance in athlete development and welfare.

Funding shall be sourced from appropriations under the General Appropriations Act, grants, donations, sponsorships, and other lawful sources.

SEC. 22. *Annual Sports Governance Report.* — The PSC shall submit to the President and Congress an Annual Sports Governance Report containing:

- (a) Governance compliance ratings;
- (b) Seal of Good Sports Governance awardees;
- (c) Athlete welfare indicators;
- (d) Gender equality compliance;
- (e) Financial accountability assessments;
- (f) Performance outcomes; and
- (g) Legislative recommendations to further strengthen Philippine sports governance.

ARTICLE VI MANDATORY GOVERNANCE RATINGS FOR SPORTS ENTITIES

SEC. 23. *Governance, Financial, and Safeguarding Compliance Rating System.* — All Sports Entities shall be subject to a periodic Governance, Financial, and Safeguarding Compliance Rating System to assess their compliance with the minimum governance, financial accountability, transparency, and safeguarding standards prescribed under this Act.

The Rating System shall evaluate compliance with the Philippine Sports Governance Code and other applicable laws, rules, and regulations solely with respect to the following:

- (a) Governance Standards, including transparency, accountability, ethical conduct, recordkeeping, disclosure requirements, conflict-of-interest management, and institutional measures for the prevention, detection, and management of integrity violations;

(b) Financial Management and Accountability Standards, including budgeting, accounting controls, financial reporting, audit compliance, asset management, and the proper use of public funds and grants; and

(c) Safeguarding Standards, including athlete protection policies, safe sport measures, child protection requirements, reporting mechanisms, and compliance with safeguarding obligations prescribed under this Act and other applicable laws.

The Rating System shall not assess or interfere with technical sporting decisions, athlete selection, coaching methodologies, competition results, internal policy positions, or other matters not directly related to governance, financial accountability, or safeguarding compliance.

SEC. 24. *Compliance Rating Categories.* — The PSC shall classify sports entities into the following compliance categories:

- (a) Fully Compliant;
- (b) Substantially Compliant;
- (a) Partially Compliant; and
- (d) Non-Compliant.

The detailed scoring methodology, indicators, documentary requirements, evaluation procedures, and review mechanisms shall be prescribed in the IRR.

The Rating System shall be objective, evidence-based, proportionate to the size and resources of the sports entities, and designed to promote continuous institutional improvement rather than punitive regulation.

SEC. 25. *Linkage to Government Financial Assistance.* — Eligibility for financial assistance, grants, subsidies, training support, infrastructure support, and other forms of assistance administered by the PSC may be conditioned upon a sports entity's compliance rating under this Act.

The following shall apply:

(a) Sports entities rated "Fully Compliant" or "Substantially Compliant" shall remain eligible for regular funding assistance and other forms of support, subject to applicable laws and regulations;

(b) Sports entities rated "Partially Compliant" shall be required to submit and implement a Compliance Improvement Plan within a reasonable period prescribed by the PSC and may receive conditional funding subject to compliance milestones; and

(b) Sports entities rated "Non-Compliant" may be subject to the suspension, reduction, or withholding of discretionary funding assistance until corrective measures have been implemented.

Provided, That no funding restriction imposed under this Section shall deprive athletes of essential welfare services, safeguarding programs, medical support, training opportunities, or participation in authorized competitions.

SEC. 26. *Compliance Improvement and Capacity Building.* — The PSC shall provide technical assistance, compliance guidance, training programs, model policies, and capacity-building support to assist sports entities in meeting governance, financial management, and safeguarding standards.

Prior to the imposition of significant funding restrictions, the PSC shall provide the concerned sports entity with notice of deficiencies, an opportunity to respond, and a reasonable period within which to undertake corrective actions, except where immediate action is necessary to protect public funds or prevent serious safeguarding risks to athletes.

SEC. 27. *Public Disclosure of Compliance Ratings.* — Final compliance ratings, executive summaries of compliance assessments, and corrective action plans, when applicable, shall be published through the National Sports Transparency Portal.

No confidential personal information, protected athlete data, child-protection records, or sensitive safeguarding information shall be publicly disclosed.

The disclosure of compliance ratings shall be limited to matters relating to governance, financial accountability, and safeguarding compliance and shall not include technical sporting evaluations or competitive performance assessments.

ARTICLE VII ATHLETE RIGHTS, REPRESENTATION, AND PARTICIPATION

SEC. 28. *Rights of Athletes.* — In recognition of athletes as rights-holders in sports governance, all athletes shall be afforded full protection of their dignity, welfare, safety, development, and participation in sport. All sports entities shall respect, protect, and promote the rights of athletes as provided under this Act.

Nothing in this Act shall be construed to diminish, impair, reduce, modify, or adversely affect any rights, incentives, benefits, privileges, awards, pensions, educational assistance, insurance coverage, or other forms of support granted to athletes, coaches, trainers, and other qualified beneficiaries under Republic Act No. 10699, otherwise known as the "National Athletes and Coaches Benefits and Incentives Act," Republic Act No. 6847, Republic Act No. 11223, and other applicable laws. The rights and protections established under this Act shall be supplementary to, and shall not replace or limit, benefits already provided by law.

All athletes shall enjoy the following rights:

(a) **Right to Dignity and Non-Discrimination.** — Athletes shall have the right to be treated with dignity and respect and shall not be subjected to discrimination on the basis of sex, gender, gender identity, sexual orientation, age, disability, ethnicity, religion, socioeconomic status, political belief, or any other status protected by law;

(b) **Right to Safe Sport Environment.** — Athletes shall have the right to participate in a safe, inclusive, and abuse-free environment, free from physical, sexual, emotional, psychological, or economic abuse, harassment, exploitation, bullying, hazing, and other forms of misconduct;

(c) **Right to Safeguarding and Protection.** — Athletes shall be protected through effective safeguarding systems, including prevention, reporting, investigation, and response mechanisms for abuse, misconduct, neglect, and retaliation;

(d) **Right to Due Process.** — Athletes shall have the right to fair, transparent, impartial, and timely procedures in matters involving discipline, suspension, sanctions, safeguarding complaints, eligibility determinations, or other decisions materially affecting their participation in sport;

(e) **Right to Fair Selection and Opportunity.** — Athletes shall be entitled to selection processes based on transparent, objective, and merit-based criteria, free

from arbitrariness, favoritism, corruption, or abuse of authority, consistent with the technical rules of the relevant sport and the autonomy of the concerned sports governing body;

(f) Right to Representation. — Athletes shall have the right to representation and consultation through recognized athlete representative mechanisms, including athlete commissions, athlete councils, and other representative bodies established under applicable laws, regulations, and organizational rules;

(g) Right to Access Grievance Mechanisms. — Athletes shall have the right to accessible, independent, fair, and effective complaint, mediation, and grievance mechanisms, including recourse to the PSO, where appropriate;

(h) Right to Anti-Retaliation Protection. — Athletes shall be protected from retaliation, intimidation, exclusion, coercion, discrimination, or adverse action for reporting misconduct, participating in investigations, serving as witnesses, or asserting rights under this Act;

(i) Right to Health and Medical Care. — Athletes shall have the right to access appropriate medical care, sports medicine services, nutritional support, injury prevention systems, rehabilitation services, and evidence-based return-to-play protocols, subject to available resources and applicable laws;

(j) Right to Mental Health and Well-being. — Athletes shall have the right to access mental health support, psychosocial services, counseling, and wellness programs that promote holistic development and long-term well-being;

(k) Right to Education and Career Development. — Athletes shall have the right to access educational opportunities, scholarships, flexible learning arrangements, career development assistance, and transition programs supporting life beyond competitive sport;

(l) Right to Information. — Athletes shall have the right to receive timely and accurate information affecting their participation, including applicable rules, safeguarding policies, eligibility requirements, selection criteria, competition schedules, and available support programs;

(m) Right to Fair Compensation and Support. — Athletes shall have the right to receive compensation, allowances, incentives, benefits, grants, scholarships, and support authorized by law, contracts, policies, or applicable programs, subject to transparency, accountability, and available resources; and

(n) Right to Participation in Governance. — Athletes shall have the right to meaningful consultation and participation in governance processes affecting athlete welfare, safeguarding, and sports development through appropriate representative mechanisms.

All sports entities shall adopt policies and procedures reasonably necessary to ensure the effective realization of these rights.

Any waiver, undertaking, contract, policy, or agreement that purports to eliminate or substantially diminish the rights guaranteed under this Section shall be void insofar as it is contrary to law, public policy, or the welfare of athletes.

The PSC, in coordination with the PSO, the SICO, the POC, and other relevant stakeholders, shall promulgate guidelines necessary to implement this Section, consistent with the autonomy of sports organizations in technical and sporting matters.

A violation of the rights of athletes under this Section shall constitute a governance or safeguarding violation under this Act and may give rise to appropriate administrative, civil, or other remedies, without prejudice to criminal liability under existing laws.

For the avoidance of doubt, the rights recognized under this Act are cumulative and supplemental in nature and shall not be interpreted to limit, reduce, replace, or impair any benefit, incentive, privilege, protection, pension, scholarship, award, or entitlement otherwise available under Republic Act No. 10699 and other applicable laws.

SEC. 29. *Athlete Representation.* — Consistent with Republic Act No. 11232, otherwise known as the "Revised Corporation Code of the Philippines," the applicable rules and regulations of the Securities and Exchange Commission (SEC), and the respective constitutions, by-laws, and governing instruments of relevant sports entities, athlete participation in organizational governance shall be promoted and encouraged.

Sports entities receiving public funds, subsidies, grants, incentives, or other forms of government support shall endeavor to provide meaningful athlete representation on their governing boards, commissions, councils, committees, or similar decision-making bodies.

Where permitted by the sports entities' constitution, by-laws, and applicable laws, athlete representatives may be elected or selected through transparent and democratic processes established by the sports entity and may be granted voting rights in accordance with its governing documents.

NSAs and relevant sports entities are encouraged, whenever practicable, to allocate not less than twenty percent (20%) of the seats in their governing boards or equivalent governing bodies to athlete representatives.

Nothing in this Act shall be construed to alter, supersede, or invalidate the governance structures, board composition requirements, membership rights, election procedures, or corporate governance standards established under Republic Act No. 11232, SEC regulations, Republic Act No. 6847, the Olympic Charter, or the rules of the relevant international sports federation.

SEC. 30. *National Athletes' Council.* — There is hereby established, under the Philippine Sports Commission (PSC), a National Athletes' Council (NAC), which shall serve as a national consultative, coordinating, and advisory body for athlete participation in sports governance, athlete welfare, and sports policy development.

The NAC shall operate in coordination with existing athlete representation mechanisms recognized under the Olympic Charter, including the Athletes' Commission of the POC, athlete commissions established by NSAs, and other recognized athlete representative bodies within the Philippine sports system.

The Council shall not exercise authority over technical sporting matters, athlete selection, competition management, or the internal affairs of the POC, NSAs, or other autonomous sports governing bodies.

The Council shall have the following functions:

(a) Serve as a platform for consultation and coordination among athlete representatives from the POC Athletes' Commission and sports entities;

(b) Provide recommendations to the PSC, Congress, the POC, sports entities, and other concerned agencies and organizations on matters relating to athlete

welfare, safeguarding, education, career development, mental health, gender equality, inclusion, and sports governance reforms;

(c) Monitor and identify systemic issues affecting athletes and submit policy recommendations aimed at improving athlete protection, welfare, and participation in governance processes;

(d) Participate in consultations, policy development initiatives, governance assessments, and program evaluations conducted by the PSC insofar as they relate to athlete welfare, safeguarding, integrity, and the effective use of public funds;

(e) Facilitate communication and coordination among athlete representative bodies across different sports and sectors to strengthen athlete engagement in national sports development; and

(f) Promote awareness of athletes' rights, responsibilities, grievance mechanisms, and safeguarding policies.

The NAC shall coordinate regularly with the POC Athletes' Commission and shall establish mechanisms for information sharing, joint consultations, and collaborative policy recommendations in order to ensure consistency with the principles of the Olympic Movement and to avoid duplication of functions.

The composition of the NAC shall, to the greatest extent practicable, include representatives nominated or elected from the POC Athletes' Commission, recognized NSA athlete commissions, para-athlete organizations, student-athlete sectors, professional athletes, and other athlete constituencies, ensuring broad and inclusive representation.

The PSC shall provide administrative and logistical support to the NAC while respecting the independence of athlete representatives in expressing their views and recommendations.

No athlete shall be subjected to discrimination, retaliation, exclusion, or adverse action for participating in the NAC, the POC Athletes' Commission, or any other recognized athlete representative body, or for raising concerns in good faith regarding athlete welfare, safeguarding, integrity, or governance matters.

SEC. 31. *National Registry of Athletes.* — There is hereby established under the PSC a National Registry of Athletes (NRA), which shall serve as the official national database of athletes participating in organized sports programs, including grassroots, amateur, collegiate, para-sports, and elite levels.

The Registry shall be maintained solely for legitimate sports development, athlete welfare, safeguarding, program administration, research, statistical, and public policy purposes authorized under this Act and other applicable laws.

Subject to Republic Act No. 10173, otherwise known as the "Data Privacy Act of 2012," its IRR, and issuances of the NPC, the Registry may contain only such information as is necessary, relevant, and proportionate to the purposes for which it is collected, including:

- (a) Athlete identification and contact information;
- (b) Sports discipline, classification, and specialization;
- (c) Competition participation history and sporting achievements;
- (d) National team participation and eligibility status;

(e) Affiliation with a sports entity, educational institutions, or local sports programs;

(f) Information relating to athlete support, scholarship, training, or development programs;

(g) Medical fitness, safeguarding, or eligibility clearances only where required by law, competition regulations, athlete safety requirements, or legitimate sports administration purposes; and

(h) Such other information as may be expressly authorized under this Act and prescribed by the IRR.

The collection and processing of personal information under this Section shall be governed by the principles of transparency, legitimate purpose, and proportionality. Except where processing is authorized or required by law, personal information shall be collected only with the informed consent of the athlete concerned or, in the case of minors, the athlete's parent, legal guardian, or authorized representative.

The Registry shall be used exclusively for the following purposes:

(a) Supporting athlete development pathways and talent development programs;

(b) Facilitating eligibility determination for scholarships, grants, benefits, and support programs;

(c) Monitoring athlete welfare, safeguarding, and protection initiatives;

(d) Improving evidence-based sports planning and policymaking;

(e) Supporting sports research, statistics, and program evaluation using anonymized or aggregated data whenever practicable; and

(f) Such other lawful purposes directly related to sports development and athlete welfare.

Access to personally identifiable information contained in the Registry shall be strictly controlled and limited to authorized personnel of the PSC and other government agencies, sports entities, or institutions that demonstrate a lawful purpose, legal authority, or legitimate interest consistent with this Act and the Data Privacy Act of 2012.

No personal information contained in the Registry shall be disclosed, shared, published, transferred, or made publicly accessible except:

(1) With the consent of the data subject;

(2) Pursuant to a lawful order of a court or competent authority;

(3) As otherwise authorized by law; or

(4) In anonymized or aggregated form that does not permit the identification of any individual athlete.

The PSC shall implement appropriate organizational, physical, and technical security measures to protect personal information against unauthorized access, disclosure, alteration, misuse, loss, destruction, or other unlawful processing. The

PSC shall likewise establish retention and disposal policies ensuring that personal information is retained only for as long as necessary to achieve the lawful purposes for which it was collected.

Athletes and other data subjects shall be entitled to all rights guaranteed under Republic Act No. 10173, including the rights to information, access, correction, objection, data portability, and erasure or blocking, where applicable.

The NPC shall exercise oversight over the processing of personal information under this Section and may issue such guidelines as may be necessary to ensure compliance with the Data Privacy Act of 2012.

ARTICLE VIII SAFEGUARDING AND ATHLETE WELFARE

SEC. 32. *National Safeguarding Policy.* — All sports entities shall be required to adopt, implement, and enforce a comprehensive National Safeguarding Policy for Sports, consistent with standards prescribed by the PSC and applicable laws.

The Safeguarding Policy shall establish a zero-tolerance framework and concrete preventive, protective, reporting, and response mechanisms to ensure the safety, dignity, and well-being of all athletes and sports participants, particularly minors and other vulnerable persons.

At a minimum, the Safeguarding Policy shall protect athletes and sports participants from the following forms of harm and misconduct:

(a) Physical abuse, including any act that causes or is intended to cause bodily harm or injury;

(b) Sexual abuse and exploitation, including any form of sexual misconduct, coercion, harassment, or abuse of authority;

(c) Emotional or psychological abuse, including verbal abuse, intimidation, humiliation, coercion, or conduct that causes mental or emotional distress;

(d) Bullying, harassment, or hostile conduct occurring in training, competition, or any sports-related environment;

(e) Hazing and initiation rites or practices that involve physical, psychological, or emotional harm or degradation;

(f) Exploitation, including any unfair or abusive use of an athlete's labor, talent, image, or status for personal, institutional, or commercial gain;

(g) Gender-based violence and discrimination, including acts rooted in gender inequality, sexual orientation, gender identity, or expression; and

(h) Online abuse, including cyberbullying, harassment, grooming, non-consensual sharing of images, or other harmful conduct committed through digital or electronic means.

Each sports entity shall establish clear reporting mechanisms, investigation procedures, referral systems, and protective measures for complainants, victims, and witnesses, ensuring confidentiality, accessibility, and survivor-centered handling of all cases.

The PSC shall issue the minimum standards, guidelines, and accreditation requirements for compliance with this Section, including mandatory training for coaches, officials, and personnel on safeguarding principles.

Non-compliance with the Safeguarding Policy shall constitute a serious governance violation and shall be grounds for suspension of recognition, withholding of government funding, disqualification from incentives, and other sanctions as may be provided under this Act and applicable laws.

SEC. 33. *Safe Sport Program.* — The PSC, in consultation with the PSI, shall establish and administer a National Safe Sport Program to ensure that all athletes, coaches, officials, volunteers, and other participants in sports are protected from abuse, harassment, exploitation, violence, discrimination, bullying, retaliation, and other forms of misconduct in sports environments.

The Program shall provide accessible, confidential, and trauma-informed mechanisms for the prevention, reporting, investigation, and resolution of complaints involving violations of athlete welfare, safeguarding, and integrity standards.

For this purpose, the National Safe Sport Program shall include:

(a) Accessible and secure reporting channels, including in-person, online, and hotline-based complaint mechanisms, for the reporting of abuse, harassment, discrimination, safeguarding violations, and other forms of misconduct;

(b) Independent, impartial, and timely investigation procedures conducted by qualified personnel free from actual or perceived conflicts of interest;

(c) Athlete protection and safeguarding services, including emergency response measures, safety planning, referral systems, and protective interventions for complainants, victims, and witnesses;

(d) Mental health and psychosocial support services, including access to licensed mental health professionals, sports psychologists, and wellness programs;

(e) Counseling, recovery, and rehabilitation services for athletes and other affected persons, taking into account age, gender, disability, and other relevant circumstances; and

(f) Legal information, legal assistance, and referral services to ensure access to justice and appropriate remedies for victims of abuse, harassment, exploitation, discrimination, and other violations.

The Program shall adopt a child-sensitive, gender-responsive, and rights-based approach and shall ensure the confidentiality, privacy, dignity, safety, and protection of all complainants, victims, witnesses, and other persons involved in proceedings.

The PSC shall coordinate with the PSO, sports entities, local government units, relevant government agencies, and civil society organizations in the implementation of this Section. Participation in the National Safe Sport Program and compliance with safeguarding standards shall be mandatory for all sports entities.

SEC. 34. *Protection of Child Athletes.* — All child athletes shall be entitled to the special protection provided under Republic Act No. 7610, otherwise known as the "Special Protection of Children Against Abuse, Exploitation and Discrimination Act", and other applicable child protection laws.

Sports entities, coaches, officials, volunteers, and other persons engaged in sports activities shall exercise the highest degree of care in protecting child athletes from all forms of abuse, exploitation, violence, neglect, discrimination, harassment, bullying, grooming, trafficking, and other acts prejudicial to their development and well-being.

For this purpose, sports entities shall:

(a) Adopt and implement child protection policies consistent with Republic Act No. 7610 and this Act;

(b) Establish child-sensitive, confidential, and accessible reporting and response mechanisms for complaints involving child athletes;

(c) Require background screening, safeguarding training, and child protection certification for coaches, officials, and personnel who regularly interact with minors;

(d) Immediately report suspected child abuse, exploitation, or other offenses involving child athletes to the appropriate authorities in accordance with existing laws;

(e) Ensure that investigations involving child athletes are conducted in a child-sensitive, trauma-informed, and rights-based manner; and

(f) Provide appropriate protection, counseling, psychosocial support, medical assistance, and referral services to affected child athletes.

Any act constituting child abuse, exploitation, discrimination, or other offenses punishable under Republic Act No. 7610 or related laws shall be immediately referred to the appropriate law enforcement and child protection authorities, without prejudice to any administrative sanctions under this Act.

No sports entities, coaches, officials, or other persons shall settle, suppress, conceal, or otherwise interfere with the reporting, investigation, or prosecution of offenses involving child athletes.

The PSO and the SICO shall coordinate with the Department of Social Welfare and Development (DSWD), the DepEd, the Council for the Welfare of Children (CWC), the Philippine National Police Women and Children Protection Center, and other competent agencies in the protection of child athletes and the enforcement of this Section.

SEC. 35. *Anti-Doping Compliance and Recognition.* — For purposes of recognizing the Philippine National Anti-Doping Organization (PHI-NADO) as the official national authority responsible for implementing, coordinating, and enforcing anti-doping rules in accordance with international standards, all sports entities, athletes, coaches, officials, and support personnel shall comply with the World Anti-Doping Code of the World Anti-Doping Agency (WADA), as well as all related international standards, testing protocols, and prohibited substance lists, as may be updated from time to time.

For this reason:

(a) Compliance with the World Anti-Doping Code shall be a mandatory requirement for participation in national training pools, government-funded sports programs, and international competitions;

(b) The PHI-NADO shall have the authority to conduct testing, investigations, results management, education programs, and other anti-doping activities in coordination with the PSC and sports entities;

(c) Any violation of anti-doping rules shall be subject to sanctions in accordance with WADA Code standards, without prejudice to additional administrative, civil, or criminal liability under this Act and other applicable laws;

(d) Compliance with anti-doping obligations shall form part of governance ratings, funding eligibility, and accreditation under the SICO;

(e) The PSC, SICO, and sports entities shall fully cooperate with PHI-NADO in the implementation of anti-doping programs, including sample collection, results management, and adjudication processes.

Failure to comply with anti-doping obligations shall constitute a serious governance violation and may result in suspension, withholding of funding, or disqualification from participation in officially recognized sports programs.

ARTICLE IX MEDICAL GOVERNANCE STANDARDS

SEC. 36. *Medical Governance Standards.* — To protect the health, safety, and well-being of athletes, all sports entities shall comply with minimum Medical Governance Standards to be prescribed by the PSC, in consultation with the PSI, the Department of Health (DOH), and relevant medical and sports science experts.

Such standards shall establish evidence-based policies and procedures for the prevention, identification, management, and response to sports-related injuries and medical emergencies and shall, at a minimum, include:

(a) Mandatory pre-participation medical examinations to determine an athlete's fitness to train and compete and to identify medical conditions requiring monitoring or intervention;

(b) Emergency Action Plans for all training venues, competition sites, and sports facilities, including protocols for emergency response, evacuation, communication, and access to medical services;

(c) Risk-based cardiovascular and cardiac screening programs for athletes, particularly those participating in high-intensity or competitive sports, for the early detection and management of potentially life-threatening cardiac conditions;

(d) Heat illness prevention and management protocols, including environmental risk assessments, hydration measures, activity modification guidelines, and emergency treatment procedures for heat-related illnesses; and

(e) Standardized concussion recognition, assessment, management, return-to-play, and return-to-learn protocols consistent with internationally recognized sports medicine standards.

The PSC, through the PSI, shall regularly review and update the Medical Governance Standards in accordance with advances in sports medicine, athlete safety research, and international best practices. Compliance with this Section shall form part of the governance and safeguarding requirements for accreditation, recognition, funding eligibility, and assessment under the Seal of Good Sports Governance.

SEC. 37. *Mental Health and Wellness.* — The PSC, in coordination with the DOH, CHED, DepEd, and other relevant institutions, shall establish and maintain a Mental Health, Wellness, and Holistic Athlete Development Program for national athletes and members of national training pools.

The Program shall promote the psychological well-being, emotional resilience, educational advancement, personal development, and long-term welfare of athletes throughout their athletic careers and during their transition to post-competition life.

For this purpose, national athletes shall be provided with access to:

(a) Qualified sports psychologists and mental health professionals who can provide psychological assessment, performance support, stress management, and mental health interventions;

(b) Confidential mental health counseling, psychosocial support, and wellness services, including prevention, early intervention, crisis response, and rehabilitation programs;

(b) Career planning, livelihood, employment, entrepreneurship, and career transition assistance to support athletes during retirement, injury-related separation from sport, or transition to other professional pursuits; and

(d) Educational assistance and academic support services, including scholarships, flexible learning arrangements, skills development opportunities, continuing education, and other programs that enable athletes to pursue academic and professional advancement while participating in sports.

The Program shall adopt a holistic, athlete-centered, gender-responsive, and rights-based approach and shall give particular attention to athletes experiencing psychological distress, injury, burnout, career uncertainty, financial hardship, discrimination, abuse, or other circumstances affecting their well-being.

The PSC, pursuant to the relevant provisions of Republic Act No. 11036, otherwise known as the "Mental Health Act", shall ensure that mental health and wellness services are accessible, confidential, evidence-based, and integrated into the overall athlete development framework, and shall allocate sufficient resources to support the effective implementation of this Section.

ARTICLE X NATIONAL ATHLETE PATHWAY PROGRAM

SEC. 38. *National Athlete Pathway Program.* — The PSC, through the PSI, and in coordination with the DepEd, CHED, sports entities, local government units, and other relevant stakeholders, shall establish and maintain a National Athlete Pathway Program to provide an integrated and seamless system for athlete development from grassroots participation to elite and professional sports.

The Program shall ensure the effective linkage and progression of athletes through grassroots and community sports, school-based sports programs, collegiate athletics, elite athlete development programs, national training pools, and professional sports opportunities.

To support the long-term development, welfare, and performance of athletes, the Program shall include the provision of sports science and sports medicine services, injury surveillance and prevention mechanisms, athlete monitoring and performance tracking systems, scholarship and financial assistance programs, and measures to ensure educational continuity and academic support throughout the athlete development pathway.

The PSC shall develop the necessary standards, monitoring mechanisms, and coordination frameworks to ensure that the National Athlete Pathway Program promotes athlete welfare, maximizes talent development, and strengthens the country's competitiveness in national and international sporting competitions.

ARTICLE XI GRASSROOTS SPORTS DEVELOPMENT

SEC. 39. *Local Sports Development Plans.* — To promote inclusive, sustainable, and community-based sports development, all provinces, cities, municipalities, and barangays shall formulate, adopt, and implement a comprehensive Local Sports Development Plan (LSDP) aligned with the Framework and the policies of the PSC.

Each Local Sports Development Plan shall serve as the primary blueprint for grassroots sports promotion and shall integrate programs on talent identification, athlete development pathways, community sports participation, facility development, and inclusive access to sports opportunities for all sectors, including women, youth, persons with disabilities, and marginalized communities.

The Local Sports Development Plan shall, at a minimum, include:

- (a) Programs for grassroots and community-based sports development and participation;
- (b) Strategies for talent identification and development in coordination with schools, local sports clubs, and NSAs;
- (c) Plans for the development, maintenance, and equitable access to sports facilities and open recreational spaces;
- (d) Measures to promote gender equality, inclusion, and safe sport environments at the local level;
- (e) Capacity-building programs for local coaches, trainers, and sports administrators;
- (f) Mechanisms for coordination with the PSC, sports entities, and other relevant national government agencies; and
- (g) Monitoring and evaluation frameworks to assess the effectiveness and impact of local sports programs.

Local Sports Development Plans shall be prepared in consultation with stakeholders, including schools, youth organizations, civil society organizations, sports clubs, and community representatives, and shall be subject to periodic review and updating to ensure responsiveness to evolving community needs and national sports priorities.

The Department of the Interior and Local Government (DILG), in coordination with the PSC, shall issue guidelines for the preparation, integration into local development plans and annual investment programs, implementation, and monitoring of Local Sports Development Plans.

Compliance with this Section shall be considered in the determination of incentives and recognition under the Seal of Good Sports Governance and other relevant local governance performance mechanisms.

ARTICLE XII
GENDER EQUALITY IN SPORTS GOVERNANCE

SEC. 40. *Gender Equality and Inclusive Participation in Sports Leadership.* — The State recognizes that the meaningful participation of women in sports leadership contributes to good governance, diversity of perspectives, accountability, athlete welfare, and inclusive decision-making.

Accordingly, sports entities are encouraged to promote equitable opportunities for women and men in leadership, governance, administration, officiating, coaching, and decision-making roles within the sports sector.

Sports entities receiving public funds shall adopt reasonable and appropriate measures to promote the progressive participation of women in governing boards, executive committees, commissions, councils, and other leadership bodies, taking into account the size, nature, membership structure, and operational circumstances of the organization.

Such measures may include:

- (a) Gender-inclusive nomination and recruitment processes;
- (b) Leadership development and mentoring programs;
- (c) Succession planning initiatives;
- (d) Governance training and capacity-building activities;
- (e) Equal opportunity policies; and
- (f) Other measures designed to expand the pool of qualified women leaders in sports.

The PSC shall, in consultation with the Philippine Commission on Women (PCW) and relevant stakeholders, establish indicative national benchmarks and voluntary targets for women's participation in sports leadership, consistent with internationally recognized principles of inclusive governance.

Nothing in this Act shall be construed to invalidate elections, appointments, board compositions, or governance decisions solely on the ground that an organization has not attained any indicative representation target established pursuant to this Section.

SEC. 41. *Gender Equality Development and Compliance Framework.* — The PSC shall develop and implement a Gender Equality Development Framework for the sports sector, aimed at promoting inclusive participation and leadership opportunities for women.

The Framework shall prioritize:

- (a) technical assistance;
- (b) governance advisory services;
- (c) leadership development programs;
- (c) mentoring initiatives;
- (e) capacity-building activities;

(f) recognition programs; and

(g) other non-regulatory measures designed to encourage greater participation of women in sports governance.

As part of their annual governance reports, sports entities receiving public funds shall disclose the measures undertaken to promote gender equality and inclusive participation within their organizations.

In assessing compliance with this Act, the PSC shall consider the good-faith efforts, initiatives, and progress demonstrated by the organization rather than solely numerical representation outcomes.

Organizations that demonstrate substantial efforts toward promoting inclusive governance may be recognized through governance incentives, awards, technical assistance programs, or other forms of institutional support.

Failure to attain any indicative representation benchmark shall not, by itself, constitute a governance violation, grounds for sanctions, or a basis for the suspension of public funding, accreditation, or recognition under this Act.

The PSC shall periodically review the effectiveness of the Framework and may recommend updated targets, strategies, and programs to further advance gender equality and inclusive participation in Philippine sports governance.

ARTICLE XIII PROFESSIONALIZATION OF SPORTS COACHING

SEC. 42. *National Registry of Coaches.* — A National Registry of Coaches (NRC) is hereby established under the PSC through the PSI.

The Registry shall serve as the official database of coaches participating in organized sports activities, government-supported sports programs, educational institutions, sports clubs, training centers, local government sports programs, NSAs, athletic associations, and other sports entities.

The Registry may contain information relating to:

(a) Coaching qualifications and certifications;

(b) Sports specialization;

(d) Coaching experience and achievements;

(d) Continuing education activities;

(e) Safeguarding and safe sport training;

(f) Anti-doping education;

(g) Coaching appointments and affiliations; and

(h) Such other information as may be necessary for coach development and support.

Registration in the National Registry shall not, by itself, invalidate or diminish the authority, eligibility, status, recognition, benefits, incentives, or participation rights of coaches who were actively coaching prior to the effectivity of this Act.

The Registry shall primarily serve developmental, educational, planning, safeguarding, and capacity-building purposes.

SEC. 43. *Philippine Coaching Standards Framework.* — The PSC, in consultation with NSAs, the POC, educational institutions, coaches' organizations, sports science experts, athletes, and other stakeholders, shall establish a Philippine Coaching Standards Framework.

The Framework shall provide nationally recognized competency standards, career pathways, and professional development opportunities for coaches while respecting sport-specific standards established by recognized sporting bodies.

The Framework shall be developmental in nature and shall not be construed as invalidating existing coaching qualifications recognized by sports entities, international federations, or other competent authorities.

SEC. 44. *Coaching Classification and Accreditation Framework.* — The PSC shall establish a Coaching Classification and Accreditation Framework to support the progressive development of coaching competencies nationwide.

The Framework may include:

- (a) Community Coach;
- (b) Development Coach;
- (c) High-Performance Coach;
- (d) National Coach; and

(e) Such other classifications as may be established by the PSC in consultation with stakeholders.

The Framework shall recognize formal education, coaching experience, sport-specific qualifications, international certifications, coaching achievements, and demonstrated competencies.

Nothing in this Act shall prohibit a sports entity from recognizing coaches accredited or certified by a competent authority, provided that the safeguarding requirements prescribed by law are complied with.

SEC. 45. *Certification and Competency Development.* — The PSC, in consultation with the PSI, shall develop coaching education, certification, and competency development programs consistent with the Philippine Coaching Standards Framework.

The PSC shall encourage coaches to participate in competency development programs covering:

- (a) coaching methodology;
- (b) athlete development;
- (c) sports science;
- (d) athlete welfare;
- (e) safeguarding and safe sport;

- (f) mental health awareness;
- (g) anti-doping education;
- (h) ethics and integrity;
- (i) emergency response; and
- (j) other relevant subjects.

NSAs and other sports entities may continue to develop and administer sport-specific coaching courses and competency standards consistent with their technical autonomy and international federation requirements.

The PSC may recognize equivalent local and international coaching qualifications and establish bridging programs where necessary.

SEC. 46. *Continuing Coach Development.* — The PSC and the PSI shall promote continuing professional development and lifelong learning among coaches.

Participation in seminars, workshops, research activities, mentoring programs, sports science education, safeguarding courses, and other approved learning activities shall be encouraged.

The PSC may prescribe continuing development requirements for coaches participating in government-supported high-performance programs, subject to reasonable transition periods and available resources.

SEC. 47. *Athlete Safeguarding Education.* — Coaches participating in government-funded programs, national training pools, national teams, and other activities designated by the PSC shall undergo athlete safeguarding and safe sport education.

The PSC shall ensure quality, affordable, and accessible safeguarding education programs nationwide.

The absence of safeguarding certification during the transition period established under this Act shall not automatically disqualify an otherwise qualified coach from participation, provided that the coach undertakes the required training within the period prescribed by the IRR.

SEC. 48. *National Code of Ethics for Coaches.* — The PSC, in consultation with sports entities, the academe, and other stakeholders, shall promulgate a National Code of Ethics for Coaches.

The Code shall promote:

- (a) athlete welfare;
- (b) integrity;
- (c) professionalism;
- (d) safeguarding;
- (e) anti-discrimination;
- (f) ethical conduct;
- (g) respect for human rights; and

(h) responsible coaching practices.

Compliance with the Code shall form part of coach development and accreditation programs.

SEC. 49. *Recognition of Prior Learning, Experience, and Existing Qualifications.* — For purposes of recognizing the valuable contributions of coaches who have developed athletes and advanced Philippine sports prior to the enactment of this Act, the PSC shall establish a comprehensive Recognition of Prior Learning (RPL) Program that shall recognize:

- (a) coaching experience;
- (b) coaching achievements;
- (c) athlete performance outcomes;
- (d) educational qualifications;
- (e) international certifications;
- (f) national sports association certifications;
- (g) coaching portfolios;
- (h) mentoring experience; and
- (i) other demonstrable competencies.

Recognition of Prior Learning shall be available on a continuing basis and shall not be limited to any specific transition period.

Coaches recognized through the RPL process may be granted equivalent accreditation, classification, certification, or competency recognition without the need to repeat substantially equivalent training.

The PSC shall ensure that experienced coaches, including grassroots, school-based, community, collegiate, professional, and national team coaches, are provided reasonable pathways toward compliance under this Act.

SEC. 50. *Transition Measures, Compliance, and Protection of Existing Rights.* — The implementation of the Philippine Coaching Standards Framework shall be progressive, developmental, and supportive in nature.

Within two (2) years from the effectivity of this Act, the PSC shall prioritize registration, education, capacity-building, safeguarding training, and recognition of prior learning before the imposition of any compliance-based measures.

Sports entities shall be afforded reasonable transition periods and technical assistance to comply with applicable standards.

No coach shall lose eligibility for benefits, awards, incentives, honoraria, pensions, recognition, grants, privileges, or entitlements granted under Republic Act No. 10699, Republic Act No. 6847, Republic Act No. 11470, or other applicable laws solely by reason of registration, accreditation, certification, or licensing requirements established under this Act.

Likewise, no athlete shall be denied any incentive, award, benefit, or entitlement under Republic Act No. 10699 solely because his or her coach, team, or

NSA is undergoing compliance, accreditation, registration, or transition processes under this Act.

The PSC shall adopt assistance-oriented compliance mechanisms, including technical assistance, corrective action plans, mentoring programs, and capacity-building interventions, before considering any funding-related consequences for covered organizations.

ARTICLE XIV STRENGTHENING THE PSC

SEC. 51. *Organizational Strengthening of the Philippine Sports Commission.*
— To support the implementation of the additional responsibilities assigned under this Act, the PSC may, subject to existing civil service, budgetary, compensation, and organizational laws, undertake the gradual strengthening of its organizational structure, staffing complement, and institutional capacity.

Within one (1) year from the effectivity of this Act, the PSC shall, in coordination with the Department of Budget and Management (DBM), conduct an organizational and manpower assessment to determine the personnel, technical, and operational requirements necessary to carry out its functions under this Act.

Based on the results of such assessment, the DBM may authorize the phased creation of plantilla positions, organizational units, and support services as may be necessary and justified by workload, operational requirements, and available government resources.

The phased implementation may include positions or functions relating to:

- (a) governance and compliance monitoring;
- (b) athlete safeguarding and welfare services;
- (c) data management and information systems;
- (d) legal, policy, and regulatory support;
- (e) capacity-building and stakeholder engagement; and
- (f) administrative, financial, and technical support services.

The PSC may likewise propose the establishment, consolidation, or reorganization of offices, divisions, sections, or units necessary to effectively discharge its functions under this Act, subject to the approval of the DBM and other applicable requirements under existing laws, rules, and regulations.

No new position or organizational unit shall be created automatically by virtue of this Act. The creation of positions, the hiring of personnel, and the establishment of offices shall be implemented in phases based on demonstrated operational necessity, organizational readiness, and the availability of appropriations as determined by the DBM.

Funding for approved staffing and organizational adjustments shall be subject to the annual General Appropriations Act (GAA) and applicable budgeting, compensation, and fiscal management laws.

Nothing in this Section shall be construed to diminish the authority of the DBM to evaluate, approve, modify, defer, or deny proposed organizational and

staffing adjustments in accordance with existing laws and government rationalization policies.

ARTICLE XV SANCTIONS

SEC. 52. *Sports Regulatory Violations and Administrative Sanctions.* — Sports entities, officers, employees, coaches, officials, or other persons subject to this Act who violate the governance, financial accountability, or safeguarding requirements established under this Act, the Philippine Sports Governance Code, or the rules and regulations issued pursuant thereto shall be subject to the administrative sanctions provided in this Section, without prejudice to liability under other applicable laws.

I. Administrative Sanctions.

After due notice and an opportunity to be heard, the PSC, or such office as may be authorized under this Act, may impose any of the following sanctions:

(a) Warning, requiring the correction of identified deficiencies within a prescribed period;

(b) Reprimand, for violations involving non-compliance with governance, financial accountability, reporting, or safeguarding standards;

(c) Compliance Probation, requiring the implementation of corrective measures, periodic reporting, enhanced monitoring, or governance reforms;

(d) Conditional Accreditation, subject to specific compliance requirements and timelines;

(e) Suspension of Accreditation or Recognition, for serious or repeated violations of governance, financial accountability, or safeguarding standards;

(f) Suspension, reduction, or withholding of discretionary government grants, subsidies, incentives, or financial assistance until compliance is achieved; and

(g) Disqualification from eligibility for governance awards, incentive programs, or other non-essential benefits administered by the PSC for a period determined in accordance with the IRR.

Administrative sanctions shall be proportionate to the nature, gravity, frequency, and consequences of the violation.

II. Sports-Specific Violations.

The following shall constitute regulatory violations under this Act:

(a) Failure to submit required governance, financial, or safeguarding reports within the prescribed period;

(b) Failure to adopt or maintain mandatory safeguarding policies, reporting mechanisms, or athlete protection measures required under this Act;

(c) Failure to implement corrective actions required pursuant to a compliance review or safeguarding assessment;

(d) Material non-compliance with governance, financial accountability, or safeguarding standards established under this Act;

(e) Failure to cooperate with lawful compliance reviews, audits, or monitoring activities conducted pursuant to this Act; and

(f) Repeated failure to comply with conditions attached to government funding or accreditation.

For purposes of this Act, the following sanctions may be imposed for regulatory violations, taking into consideration the nature, gravity, duration, frequency, and impact of the violation:

(a) Compliance Notice. — A written notice directing a sports entity to remedy identified deficiencies within a specified period;

(b) Corrective Action Order. — An order requiring the adoption of specified governance, financial accountability, or safeguarding measures, including the submission of compliance reports and supporting documentation;

(c) Compliance Probation. — Placement of a sports entity under enhanced monitoring and reporting requirements for a period not exceeding two (2) years;

(d) Mandatory Capacity-Building Measures. — Requiring responsible officers, employees, or representatives of a sports entity to undergo governance, financial management, safeguarding, or compliance training approved by the PSC;

(e) Conditional Accreditation. — Continuation of recognition or accreditation subject to compliance with specified conditions and timelines;

(f) Suspension of Eligibility for Discretionary Grants or Incentive Programs. — Temporary suspension from eligibility for discretionary government grants, awards, incentive programs, or similar benefits until compliance is achieved;

(g) Reduction, Suspension, or Withholding of Non-Essential Funding. — Partial or full withholding of discretionary funding assistance, provided that athlete welfare, safeguarding programs, and essential training support shall not be unduly prejudiced;

(h) Suspension of Accreditation or Recognition. — Suspension of the sports entities' accreditation or recognition for serious, repeated, or unresolved violations that materially affect governance, financial accountability, or athlete safeguarding;

(i) Disqualification from Governance Awards and Incentive Programs. — Temporary disqualification from governance excellence awards, incentive schemes, and similar programs administered by the PSC; and

(j) Revocation of Accreditation or Recognition. — As a sanction of last resort, the PSC may revoke the accreditation or recognition of sports entities for persistent, willful, or egregious violations after exhaustion of corrective measures and observance of due process.

In imposing sanctions, the PSC shall apply progressive discipline and shall, whenever practicable, prioritize corrective and remedial measures over punitive actions.

III. Referral of Matters Covered by Other Laws.

Where information obtained pursuant to this Act indicates possible violations of penal laws, anti-graft laws, child protection laws, labor laws, data privacy laws, or other applicable statutes, the PSC shall refer the matter to the appropriate

government agency, law enforcement authority, regulatory body, or prosecutorial office having jurisdiction.

Nothing in this Act shall be construed as creating new criminal offenses for acts already punishable under existing laws.

IV. Due Process.

No administrative sanction shall be imposed without due notice and an opportunity to be heard in accordance with the requirements of due process.

The IRR shall establish procedures governing investigations, compliance reviews, appeals, and the imposition of sanctions under this Section.

V. Effect on Other Remedies.

The administrative sanctions provided under this Act shall be without prejudice to any civil, criminal, administrative, or disciplinary action authorized under existing laws, rules, or regulations.

ARTICLE XVI TRANSITORY PROVISIONS

SEC. 53. *Capacity-Based and Phased Implementation.* — The implementation of this Act shall be undertaken in a phased and capacity-based manner to ensure its practical, efficient, and sustainable execution, taking into account institutional readiness, organizational capacity, technological preparedness, stakeholder consultation, and the availability of appropriations.

Within one (1) year from the effectivity of this Act, the PSC shall promulgate the necessary implementing rules and regulations and prepare a phased implementation roadmap identifying the priorities, timelines, resource requirements, and readiness indicators for the implementation of the various components of this Act.

The PSC shall prioritize the establishment of foundational systems, standards, guidelines, and administrative mechanisms necessary to support the implementation of this Act, including, where practicable and subject to available resources, digital information systems, registration platforms, compliance frameworks, and athlete safeguarding mechanisms.

The implementation of registration systems, compliance monitoring mechanisms, governance assessment frameworks, accreditation requirements, safeguarding measures, and other institutional reforms under this Act shall be undertaken progressively and only upon a determination by the PSC that the necessary operational, technical, and administrative capacities are in place.

In implementing this Act, the PSC shall provide reasonable transition measures, technical assistance, guidance, training, and capacity-building support to sports entities, coaches, athletes, and other covered stakeholders to facilitate compliance with the new requirements and standards.

During the transition period, compliance assessments conducted by the PSC shall primarily be developmental and advisory in nature and shall be used to identify capacity gaps, technical assistance needs, and opportunities for institutional improvement.

No Sport Entity, coach, athlete, or other covered stakeholder shall be penalized solely for inability to achieve full compliance with the new requirements

during a transition period, provided that such stakeholder demonstrates good-faith efforts toward compliance and participation in capacity-building, corrective action, or implementation programs established by the PSC.

The PSC may adopt transitional accreditation, phased compliance schedules, pilot implementation programs, recognition of prior qualifications, provisional registrations, and other temporary measures necessary to facilitate the orderly implementation of this Act.

The full implementation of specific requirements under this Act may be deferred, modified, or sequenced by the PSC when warranted by institutional readiness considerations, stakeholder capacity, technological limitations, or funding constraints, provided that such adjustments are consistent with the objectives of this Act and are publicly disclosed.

The PSC shall submit periodic implementation progress reports to Congress and the DBM, including assessments of institutional readiness, resource requirements, implementation challenges, and recommendations for the succeeding phases of implementation.

Nothing in this Section shall be construed as requiring the immediate implementation of any component of this Act in the absence of the personnel, systems, appropriations, or administrative capacity necessary for its effective execution.

ARTICLE XVII FINAL PROVISIONS

SEC. 54. *Autonomy of the Sports Entities.* — Nothing in this Act shall be construed as authorizing the Government to interfere in the technical, competition, selection, or international representation of sports entities, particularly matters reserved to autonomous sports organizations under the Olympic Charter, consistent with the pertinent provisions of "The Philippine Sports Commission Act". Government oversight shall be limited to governance, accountability, athlete welfare, safeguarding, transparency, and public fund utilization.

The autonomy of sports entities shall be exercised responsibly and in accordance with the principles of good governance, integrity, transparency, financial accountability, athlete welfare, and safeguarding, while remaining consistent with the Olympic Charter, the rules of the relevant international sports federations, applicable Philippine laws, and their respective constitutions and bylaws.

Accordingly, nothing in this Act shall be construed to diminish the right of sports entities to govern and administer their respective sports independently, nor to exempt them from compliance with the governance, financial accountability, and safeguarding standards prescribed under this Act as conditions for recognition, accreditation, or the receipt of government assistance.

SEC. 55. *Appropriations.* — The amount necessary for the initial implementation of this Act shall be charged against the current appropriations of the PSC and other concerned agencies. Thereafter, such sums as may be necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act.

To ensure the sustainable implementation of this Act, funding may be sourced from the following:

- (a) Annual appropriations of the Philippine Sports Commission;

(b) The National Sports Development Fund and other special funds administered by the PSC pursuant to existing laws;

(c) Allocations from the proceeds of the Philippine Amusement and Gaming Corporation (PAGCOR), the Philippine Charity Sweepstakes Office (PCSO), and other government gaming revenues earmarked by law for sports development;

(d) Grants, donations, endowments, contributions, and technical assistance from local or foreign sources, subject to existing laws, accounting and auditing rules, and applicable government regulations;

(e) Income derived from sports facilities, training centers, sports events, licensing arrangements, sponsorships, and other lawful revenue-generating activities of government sports institutions; and

(f) Such other sources as may be authorized by law.

Not less than five percent (5%) of the annual budget of the Philippine Sports Commission shall be allocated for the implementation of governance reforms, athlete safeguarding programs, sports integrity mechanisms, transparency initiatives, digital systems, capacity-building activities, and monitoring and evaluation functions established under this Act.

The amounts necessary for SICO, the PSO, the NAC, the National Sports Transparency Portal, and other offices and programs created under this Act shall be treated as continuing appropriations and shall not revert to the General Fund until fully utilized for their intended purposes, subject to existing budgeting, accounting, and auditing laws, rules, and regulations.

SEC. 56. *Implementing Rules and Regulations.* — Within one hundred twenty (120) days from the effectivity of this Act, the PSC, as the lead implementing agency, shall, in consultation with the POC, NSAs, DepEd, PSI, CHED, the DILG, COA, PCW, CWC, representatives of athletes, coaches, sports officials, local government units, educational institutions, civil society organizations, women's sports organizations, and other relevant stakeholders, promulgate the necessary rules and regulations for the effective implementation of this Act.

The PSC shall ensure that the formulation of the IRR is transparent, participatory, evidence-based, and consistent with internationally recognized principles of good sports governance, athlete protection, integrity, inclusion, and accountability.

Failure to promulgate the IRR within the period prescribed herein shall not prevent the implementation and enforcement of the provisions of this Act which are self-executory in nature.

SEC. 57. *Separability Clause.* — If, for any reason, any part or provision of this Act is declared invalid, such declaration shall not affect the other provisions of this Act.

SEC. 58. *Repealing Clause.* — All laws, decrees, executive orders, issuances, rules and regulations, or parts thereof which are inconsistent with the provisions of this Act are hereby deemed repealed, amended, or modified accordingly.

SEC. 59. *Effectivity.* — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in any newspaper of general circulation.

Approved,