

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

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 10873



Introduced by **ANG PROBINSYANO**
Party-List Representative Alfred Delos Santos

EXPLANATORY NOTE

Teachers play a vital role in shaping the minds, character, and future of the Filipino people. Their competence and commitment to the teaching profession should be the standards by which their qualifications and performance are assessed, and not their civil status, family circumstances, gender identity, or sexual orientation.

Despite the importance of their profession, teachers and applicants for teaching positions may face discrimination on the basis of being an unwed mother, a single parent, or a member of the LGBTQIA+ community, and other such non-heteronormative identifiers. Such discriminatory practices may deprive otherwise qualified individuals of employment opportunities, livelihood, salaries, and benefits solely because of circumstances that do not diminish their ability to perform their duties as educators.

This measure seeks to uphold the right of teachers and applicants for teaching positions to equal employment opportunities by expressly prohibiting discrimination on these grounds. It likewise establishes appropriate penalties and institutional accountability to ensure that schools maintain fair, inclusive, and non-discriminatory workplaces.

By protecting teachers from discrimination, this measure seeks to foster a more equitable educational system where professional competence, integrity, and dedication determine one's opportunity to serve as an educator, not personal circumstances or identity.

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



ALFRED C. DELOS SANTOS
Representative, Ang Probinsyano Party-List

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AN ACT PROHIBITING DISCRIMINATION OF TEACHERS WHO ARE UNWED MOTHERS, SINGLE PARENTS, AND/OR MEMBERS OF THE LGBT COMMUNITY

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

SECTION 1. Title. – This Act shall be known as the "Teacher's Non-Discrimination Act of 2026."

SECTION 2. Declaration of State Policy. – The State recognizes the right of every citizen to seek productive employment in our country regardless of one's gender, civil status, physical condition, sexual orientation, religion or belief.

SECTION 3. Scope. – This Act shall cover all teachers and all applicants for a teaching position, in all schools in the country.

SECTION 4. Prohibition of Discrimination. – No school in the country shall discriminate against an applicant or employee on a teaching position on the grounds that the applicant or employee is an unwed mother, single parent, or member of the LGBTQIA+ community. The discrimination may include, but not exclusive, to the following acts:

1. Denying admission to a teaching position of an otherwise qualified applicant on the sole ground that said applicant is an unwed mother, a single parent or a member of the LGBTQIA+ community;
2. Terminating the employment of a teaching position employee on the sole ground that the said employee is discovered or found to be an unwed mother, a single parent, or a member of the LGBTQIA+ community;

3. Withholding the salaries and benefits of a teaching position employee on the sole ground that the said employee is discovered or found to be an unwed mother, a single parent, or a member of the LGBTQIA+ community;
4. Any other discriminatory acts against an applicant or employee to a teaching position on the sole ground that said applicant is an unwed mother, a single parent or a member of the LGBTQIA+ community;

SECTION 5. *Penalties.* – The following penalties will be given to any person or educational institution that is found to commit any discriminatory acts under this law:

a) Any person found violating Section 4 of this Act shall be meted the penalty of one (1) year imprisonment, and a fine ranging from Fifty Thousand pesos (Php50,000.00) to One Hundred Thousand pesos (Php100,000.00);

b) The President or owner of the school, in case they are not the direct perpetrator of discrimination shall be meted the same penalty as the person who directly committed such discrimination;

c) The educational institution shall pay damages to the discriminated teaching personnel or applicant in the amount of Five Hundred Thousand Pesos (Php 500,000.00). The institution shall also undergo the assessment of the Department of Education (DepEd) or Commission on Higher Education (CHED), whichever is applicable, in relation to their Gender and Development (GAD) policies and recommend changes in the institutional policies; and

d) The prosecution for any violation of this Act shall be without prejudice to the liability that may be imposed under the Revised Penal Code and other special laws.

SECTION 7. *Implementing Rules and Regulations.* – The Department of Education (DepEd) and the Commission on Higher Education (CHED), in consultation with the Department of Justice (DOJ), shall promulgate the necessary rules and regulations for the effective implementation of the provisions of this Act.

SECTION 8. *Separability Clause.* - If any provision of this Act is declared invalid or unconstitutional, other provisions hereof which are not affected thereby shall remain in full force and effect.

SECTION 9. *Repealing Clause.* - All laws, orders, decrees, rules and regulations, and other parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

SECTION 10. *Effectivity.* -This Act shall take effect fifteen (15) days from complete publication in the Official Gazette or in a newspaper of general circulation.

Approved,