

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

**TWENTIETH CONGRESS**  
*Second Regular Session*

House Bill No. **11316**



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Introduced by **Representative ERIC G. YAP**

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#### **EXPLANATORY NOTE**

This bill seeks to prohibit workplace bullying, harassment, and other forms of violence. It provides for its prevention, reporting, investigation, and resolution in both the public and private sectors.

Workplace bullying may manifest in physical, verbal, psychological, social, digital, or financial forms. Repeated humiliation, intimidation, threats, malicious conduct, exclusion, and abuse of authority can cause physical, psychological, and emotional harm and cultivate negative workplace dynamics. Such conduct may also impair professional relationships, disrupt the performance of duties, and undermine a workplace culture founded on respect, fairness, and accountability.

The bill establishes uniform standards for workplaces in the public and private sectors and defines workplace bullying to cover physical, verbal, psychological, social, digital, and authority-based conduct. It requires employers and heads of offices to adopt written anti-bullying policies, establish accessible and confidential reporting mechanisms, act promptly on complaints, and ensure impartial investigations with due process. It likewise requires the protection of complainants, witnesses, and persons who report or assist in an investigation from retaliation.

Every worker deserves to perform his or her duties in an environment free from bullying, intimidation, humiliation, and abuse. Workplace dignity should be protected as a matter of law, not left to the discretion or goodwill of certain employers or offices.

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

  
**HON. ERIC G. YAP**

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**AN ACT**  
**PROHIBITING WORKPLACE BULLYING, HARASSMENT, AND OTHER**  
**FORMS OF VIOLENCE, PROVIDING FOR ITS PREVENTION, AND**  
**PRESCRIBING PENALTIES THEREFOR**

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

Section 1. *Short Title.* – This Act shall be known as the “*Anti-Bullying in the Workplace Act*”.

SEC. 2. *Declaration of Policy.* – It is hereby declared the policy of the State to uphold the dignity of labor and promote a safe, respectful, and human working environment. Towards this end, the State shall protect the physical, mental, and emotional well-being of workers from workplace bullying and establish measures for its prevention, reporting, investigation, and resolution.

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

a. Workplace Bullying refers to any repeated and unreasonable conduct, whether committed by one (1) or more persons, directed against a worker or group of workers, that causes or is reasonably likely to cause physical, psychological, or emotional harm, humiliation, intimidation, degradation, or substantially disrupting the work process or the orderly operation of an institution or business;

b. Workplace refers to any place, whether physical or virtual, where work is performed, including places outside the employer’s premises when the conduct arises from or is connected with work, and work-related travel, activities, events, functions, or communications;

c. Employer refers to any person or entity that exercises control over the work of a worker, whether in the public or private sector; and

d. Worker refers to any person who performs work or services for an employer, whether under an employment relationship or other work arrangement/s recognized by law.

SEC. 4. *Prohibited Workplace Bullying.* – Workplace bullying is prohibited in all workplaces covered by this Act. Workplace bullying includes, but is not limited to:

a. Unwanted physical contact, assault, or other physical act or gesture directed against a worker;

b. Repeated insults, name-calling, ridicule, humiliation, degrading remarks, or other verbal or psychological conduct directed against a worker;

c. Deliberate and repeated acts intended to undermine a worker's reputation, professional standing, or workplace relationships, including the dissemination of malicious or knowingly false information and unjustified exclusion from work-related activities or communications;

d. Workplace bullying committed through electronic communications or other digital means, including electronic mail, messaging applications, social media, or other online platforms used in connection with work;

e. Threats, intimidation, coercion, or other conduct intended to instill fear or compel a worker to act or refrain from acting, except when arising from a legitimate exercise of managerial authority; and

f. Repeated and unreasonable use of a position of authority to humiliate, intimidate, undermine, or deliberately obstruct a worker in the performance of his/her duties or access to workplace opportunities.

Performance evaluations, disciplinary actions, work assignments, supervision, or other exercise of authority, when undertaken in good faith and in accordance with law and applicable workplace policies, shall not constitute workplace bullying.

SEC. 5. *Duties of Employers and Heads of Offices.* – Employers and heads of offices shall take reasonable measures to prevent and address workplace bullying. For this purpose, they shall:

a. Adopt and implement a written workplace anti-bullying policy consistent with this Act;

b. Establish accessible and confidential system for reporting and resolving complaints;

c. Act promptly upon receipt of a complaint or information concerning workplace bullying;

d. Ensure that complaints are investigated fairly and impartially and that the parties are afforded due process;

e. Protect complainants, witnesses, and persons who in good faith report or assist in the investigation of workplace bullying from retaliation; and

f. Provide appropriate assistance or referral to available support services to workers affected by workplace bullying.

SEC. 6. *Workplace Anti-Bullying Policies.* – The workplace anti-bullying policy shall, at a minimum, provide for:

a. The acts prohibited under Section 4 of this Act;

b. The rights and responsibilities of workers, employers, and heads of offices;

c. Accessible, confidential, and, when appropriate, anonymous reporting mechanisms;

d. Procedures for receiving, documenting, investigating, and resolving complaints;

e. Measures to protect complainants, witnesses, and persons assisting in an investigation from retaliation;

f. Standards for confidentiality and the protection of personal information in accordance with Republic Act No. 10173, otherwise known as the “*Data Privacy Act of 2012*”, and other applicable laws; and

g. Appropriate administrative sanctions consistent with existing laws, rules, regulations, and applicable workplace policies.

SEC. 7. *Reporting of Workplace Bullying.* – A worker may report acts of workplace bullying to the employer, head of office, human resources department, designated human relations officer, or other mechanism established under the workplace anti-bullying policy; and shall comply with such policy and cooperate in the investigation and resolution of complaints.

An anonymous report may be received for purposes of initiating appropriate preventing or fact-finding measures: *Provided, That* no disciplinary action shall be imposed solely on the basis of an anonymous report.

SEC. 8. *Investigation and Resolution.* – Upon receipt of a complaint or report, the employer, head of office, or designated human relations officer shall promptly determine the appropriate action and, when warranted, conduct an impartial investigation. The parties shall be afforded due process, and the investigation and its records shall be treated with utmost confidentiality.

SEC. 9. *Protection against Retaliation.* – No employer, head of office, or other person shall retaliate against a complainant, witness, or person who in good faith reports workplace bullying or participates in an investigation. Retaliatory acts shall be a separate ground for administrative liability, without prejudice to other liability under existing laws.

SEC. 10. *Reportorial Requirements and Capacity Building.* – Employers and heads of offices shall maintain records of complaints, investigations, and actions taken under this Act and submit such reports as may be required by the Department of Labor and Employment (DOLE), for the private sector, or the Civil Service Commission (CSC), for government service.

The DOLE and CSC shall ensure that workplace bullying prevention and response are integrated into existing occupational safety and health, human resource, or equivalent training programs, within their respective jurisdictions.

SEC. 11. *Administrative Liability.* – Any person found, after due process, to have committed or unknowingly participated in workplace bullying, shall be subject to the appropriate administrative sanctions prescribed by the DOLE and CSC, without prejudice to any civil or criminal charges that may be filed under existing laws.

An employer, head of office, or responsible officer who, without justifiable reason, fails to comply with a duty imposed under this Act, including the duty to investigate or act on a complaint of workplace bullying, shall likewise be administratively liable. Where such failure is committed maliciously, the responsible administrative officer shall be subject to the corresponding administrative sanction. The imposition of administrative sanctions under this Act shall be without prejudice to civil, criminal, or other liability under existing laws.

SEC. 12. *Implementing the Rules and Regulations.* – Within ninety (90) days from the effectivity of this Act, the DOLE and the CSC shall jointly promulgate the necessary rules and regulations to effectively implement the provisions of this Act.

SEC. 13. *Separability Clause.* – If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 14. *Repealing Clause.* – All laws, presidential decrees, executive orders, rules and regulations which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

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

*Approved,*