

SIXTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
First Regular Session

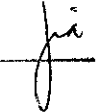
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Senate
Office of the Secretary

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SENATE 1022
S.B. No. _____

RECEIVED BY: 

Introduced by Senator Ramon Bong Revilla, Jr.

EXPLANATORY NOTE

The Equal Protection Clause of our Bill of Rights logically requires that laws are implemented and applied equally and uniformly on all persons under similar circumstances or that all persons must be treated in the same manner, the conditions not being different, both in the privileges conferred and liabilities imposed.

Prejudicial practices – mostly unstated and unwritten- based on sexual orientation and gender identity severely limit the exercise and enjoyment of the basic rights and fundamental freedoms in schools, workplaces, commercial establishments, the civil service, even the security services. These practices adversely affect not only women, but also gays and lesbians in our society.

This bill seeks to eliminate already offensive practices of discrimination particularly those based on sex or sexual orientation. Not only does discrimination offend the State's obligations to different numerous international human rights instruments, but also the Equal Protection Clause of our Bill of Rights.

This proposed measure defines discrimination and lists discriminatory practices which shall be deemed unlawful and be penalized. It shall be noted that the list herein is not exhaustive as it focuses only on the most blatant instances of discrimination. Instances of similar nature should be deemed included among the prohibited practices by reasonable analogy.

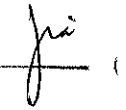
In view of the need to remedy the long standing discrimination in Philippine society, the immediate passage of this bill is earnestly sought.



RAMON BONG REVILLA, JR.

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SENATE
S.B. No. 1022

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**AN ACT PROHIBITING DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION
AND GENDER IDENTITY AND PROVIDING PENALTIES THEREFOR**

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

SECTION 1. Title. -- This Act shall be known and cited as the "Anti-Discrimination Act."

SEC. 2. Declaration of policy. -- It is the policy of the state to work actively for the elimination of all forms of discrimination that offends the equal protection clause of the Bill of Rights and the State obligations under human rights instruments acceded to by the Republic of the Philippines, particularly those discriminatory practices based on sex or sexual orientation. Towards this end, discriminatory practices as defined herein shall be proscribed and penalized.

SEC. 3. Definition of Terms. -- For purposes of this Act, the following terms shall be defined as follows:

- a. Sexual Orientation refers to the direction of emotional sexual attraction or conduct. This can be towards people of the same sex (homosexual orientation) or towards people of both sexes (bisexual orientation) or towards people of the opposite sex (heterosexual orientation)
- b. Gender Identity refers to the personal sense of identity as characterized, among others, by manners of clothing, inclinations, and behavior in relation to masculine or feminine conventions. A person may have a male or female identity with the physiological characteristics of the opposite sex.
- c. Discrimination shall be understood to imply any distinction, exclusion, restriction, or preference which is based on any ground such as sex, sexual orientation, gender identity, whether actual or perceived, and which has the purpose or effect of nullifying or impairing the recognition, enjoyment, or exercise by all persons of an equal footing of all rights and freedoms.

SEC. 4. Discriminatory practices. -- It shall be unlawful for any person, natural or juridical, to:

- (a) Deny access to public service, including military service, to any person on the basis of sexual orientation and/or gender identity;
- (b) Include sexual orientation and gender identity, as well as the disclosure of sexual orientation, in the criteria for hiring, promotion and dismissal of workers, and in the determination of employee compensation, training, incentives, privileges, benefits or allowances, and other terms and conditions of employment;

This prohibition on the basis of sexual orientation and gender identity shall also include the contracting and engaging of services of juridical persons.

- (c) Refuse admission or expel a person from educational institutions on the basis of sexual orientation and gender identity, without prejudice to the right of educational institutions to determine the academic qualifications of their students;

This prohibition shall include the imposition of (i) disciplinary sanctions solely on the basis of sexual orientation and gender identity; (ii) penalties harsher than customary primarily due to sexual orientation and gender identity; or (iii) similar punishments and prohibitions.

- (d) Refuse or revoke the accreditation, formal recognition, and / or registration of any organization, group, political party, institution or establishment, in educational institutions, workplaces, communities, and other settings, solely on the basis of the sexual orientation or gender identity of their members or of their target constituencies;

This prohibition shall also include the prevention of and prohibitions on attempts to organize;

- (e) Deny a person access to medical and other health services open to the general public on the basis of such person's sexual orientation or gender identity;
- (f) Deny an application for or revoke a professional license issued by the government due to the applicant's sexual orientation or gender identity;
- (g) Deny a person access to or the use of establishments, facilities, utilities or services, including housing, open to the general public on the basis of sexual orientation or gender identity; There is a denial when a person is given inferior accommodations or services;

This prohibition includes the discrimination of juridical persons solely on the basis of the sexual orientation or gender identity of their members or of their target constituencies;

- (h) Subject or force any person to any medical or psychological examination to determine and/or alter the person's sexual orientation or gender identity without the expressed approval of the person involved, except in cases where the person involved is a minor under the age of discernment in which case prior approval of the appropriate Family Court shall be required. In the latter case, the child shall be

represented in the proceeding by the Solicitor General or the latter's authorized representative;

- (i) Harassment by members of institutions involved in the enforcement of law and the protection of rights, such as the Philippine National Police and the Armed Forces of the Philippines, of any person on the basis of his or her sexual orientation or gender identity. Among other cases, harassment occurs when a person is arrested or otherwise placed in the custody and extortion, physical or verbal abuse takes place, regardless of whether such arrest has legal or factual basis. Harassment of juridical persons on the basis of the sexual orientation or gender identity of their members, stockholders, benefactors, clients, or patrons is likewise covered by this provision.
- (j) Other analogous circumstances.

SEC. 5. Administrative sanctions. -- Refusal of a government official whose duty is to investigate, prosecute or otherwise act on a complaint for a violation of this Act to perform such a duty without a valid ground shall constitute gross negligence on the part of such official who shall suffer the appropriate penalty under civil service laws, rules, and regulations.

SEC. 6. Penalties. -- (a) Persons found guilty of any of the discriminatory practices enumerated in the preceding Section shall be penalized with a fine of not less than One Hundred Thousand Pesos (P100,000) but not to exceed Five Hundred Thousand Pesos (P500,000) or imprisonment of not less than one (1) year but not more than one (6) years, or both at the discretion of the court. In addition, community service in terms of human rights education to the perpetrator and exposure to the plight of the victims can be imposed at the discretion of the court.

(b) The officials directly involved shall be liable for violations committed by corporations, organizations, or similar entities.

SEC. 7. Separability clause. -- If any provision of this Act is declared unconstitutional or otherwise invalid, the validity of the other provisions shall not be affected thereby.

SEC. 8. Repealing clause. -- All laws, decrees, orders, rules and regulations or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 9. Effectivity. -- This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in at least two (2) newspapers of general circulation.

Approved,