NINETEENTH CONGRESS OF T'HE REPUBLIC OF THE PHILIPPINES *First Regular Session*

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SENATE

S. No. 558

Introduced by Senator PIA S. CAYETANO

AN ACT PROVIDING FOR THE MAGNA CARTA OF STUDENT-ATHLETES

EXPLANATORY NOTE

Article XIV, Section 19 (1) of the 1987 Philippine Constitution recognizes that "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."

Student-Athletes are a pool of students who have exceptional talents and skills in sports that could be further honed and developed in a school setting. At a young age, they have to embrace a dual role – being a student and an athlete at the same time. Thus, this bill recognizes their special circumstance and aims to provide support and parameters on how they can thrive and excer in both fields of study and sports.

As a bill of rights for Student-Athletes, it endeavors to address issues and concerns encountered for many years by many Student-Athletes past and present because, aside from Republic Act No. 10676 or the "Student-Athletes Protection Act", there is a dearth of laws which promote and protect the overall welfare of Student-Athletes.

This bill, which was drafted and first filed by the undersigned in the 16th Congress, provides appropriate recognition and protection to the rights and general welfare of Student-Athletes encompassing academic, amateur sports, and mental and

physical health aspects. On the other hand, it also acknowledges that these Student-Athletes are in a special situation and thus the bill also specifies the accompanying responsibilities that they have to fulfill to this end. Schools, athletic associations, Student-Athletes, and their parents shall recognize and uphold the amateur nature of the programs and competitions that Student-Athletes participate in.

This bill also recognizes that Student-Athletes should be protected from any discriminatory policies that may restrict their participation in any field of amateur sports that they have chosen to participate and compete in, and consequently hinder the development of their full potential as athletes and well-rounded citizens of our country.

Lastly, this proposed measure recognizes the vital role of the schools and accredited athletic associations, not only in providing the opportunity and avenue for Student-Athletes to participate and excel in sports, but also ensuring the protection of Student-Athletes from physical harm, discrimination, and other potentially harmful consequences of training and competing in their respective fields of amateur sports.

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

Pia S. Cantans PIA S. CAYPTANO MS.



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S. No. 558

Introduced by Senator PIA S. CAYETANO

AN ACT PROVIDING FOR THE MAGNA CARTA OF STUDENT-ATHLETES

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 "Magna Carta of
 Student-Athletes."

Sec. 2. *Coverage.* – This Act shall apply to Student-Athletes of any school that
conducts athletic programs and competitions.

Sec. 3. Declaration of Policy. - Article XIV, Section 1 of the 1987 Constitution 5 recognizes the role of the State to protect and promote the right of all citizens to 6 7 quality education at all levels, and to take appropriate steps to make such education accessible to all. Further, Section 19 (1) of the same Article provides that the State 8 shall promote physical education, sports programs, and competitions alongside 9 training for international competitions to foster self-discipline, teamwork, and 10 excellence for the attainment of a healthy and alert citizenry. Thus, the State shall 11 recognize and uphold the rights of Student-Athletes to further hone their skills and 12 abilities in their respective fields of amateur sports without neglecting their education 13 and general well-being. 14

It is the intention of this law to protect and promote the rights of the Student-Athlete, who is, first and foremost, a student. To this end, the rights guaranteed by this law and the obligations imposed on schools, athletic associations, and their officials and representatives shall seek to ensure that the Student-Athlete attains quality education while honing his/her skill and reaching his/her full potential as an athlete in an amateur sports setting. Ultimately, this law aims to enable the StudentAthlete to enjoy a balanced life while in school and at play.

Sec. 4. *Definition of Terms.* – As used in this Act, the following terms shall be
defined as follows:

5 a. Athletic Association refers to any organization that is responsible for 6 governing inter-school athletic programs and competitions such as, but 7 not limited to, the Private Schools Athletic Association (PRISAA), 8 University Athletic Association of the Philippines (UAAP), National 9 Collegiate Athletic Association (NCAA), Women's National Collegiate Athletic Association (WNCAA), State Colleges and Universities Athletic 10 Association (SCUAA), Cebu Schools Athletic Foundation Inc. (CESAFI), 11 and National Capital Region Athletic Association (NCRAA), among others 12 13 but shall not include National Sports Associations (NSAs).

- b. National Sports Associations (NSAs) refer to associations organized for
 their respective sports in the Philippines and/or affiliated with their
 respective international federations which are recognized by the
 International Olympic Committee or the Philippine Sports Commission
 (PSC), including associations formed to represent the interest of athletes
 in a particular sport.
- c. School refers to an institution recognized by the State which undertakes
 educational operations such as grade school, high school, college,
 university, or technical-vocational education and training institution.
- d. Student-Athlete refers to a student currently enrolled in any school who 23 is part of any of the school's athletic teams or programs and is 24 25 representing or has an intention to represent the school in an inter-26 school athletic program or competition; Provided, That a student shall still be considered a Student-Athlete for purposes of certain provisions 27 of this Act if there is a valid reason for his/her non-enrollment, such as 28 29 a long term illness, severe incapacity, or personal reasons that are a serious hindrance to enrolling that term; Provided further, That for 30 purposes of being eligible to represent his/her school in an inter-school 31 32 athletic program or competition, the Student-Athlete shall be enrolled in

at least a minimum full-time program of studies and be in good academic standing.

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Sec. 5. *Rights of Student-Athletes.* - Student-Athletes shall have the right to:

a. Education

i. It is the right of the Student-Athlete to have his/her educational needs prioritized by the participating school or athletic association. To this extent, the school administration will strive to provide tutorials or extra academic support to assist the Student-Athlete in maintaining good scholastic standing.

ii. It is the right of the Student-Athlete to have his/her academic performance monitored by the participating school to ascertain how his/her involvement in athletic programs and competitions affects his/her class performance.

14iii. It is the right of the Student-Athlete to be allowed by the15participating school to be excused from class, which will not be16charged against his/her allowable absences, due to sports-related17activities and circumstances attested as true by the concerned18coach or sports official: *Provided,* That he/she makes up for the19missed classes/activities/tests.

iv. It is the right of the Student-Athlete to continue availing of his/her
full or partial scholarship for his/her continued education and/or
financial support even after suffering from injury that resulted
from his/her participation in the athletic program which prevents
his/her from further training for and competing in inter-school
competitions.

 It is the right of the Student-Athlete to complete his/her academic requirements on time. In no case shall a Student-Athlete in junior or senior high school be allowed to repeat a year level and play at the same time.

- 30 b. Health and Safety
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i. It is the right of the Student-Athlete to train and compete in safe and healthy environments as provided by the school during

1 practice and training sessions or by the athletic association during 2 inter-school athletic programs and competitions. It is the right of the Student-Athlete to safe, well-maintained, and 3 ii. 4 upgraded equipment, and well-fitted uniforms to be provided by 5 the school or athletic association. It is the right of the Student-Athlete to have access to health care 6 iii. professionals who will monitor his/her physical health condition 7 8 and nutritional needs, particularly during training and 9 competitions and right after the competitions, as provided by the 10 school, and to medics in emergency situations during athletic programs or competitions, as provided by the athletic association. 11 12 iv. It is the right of current and former Student-Athletes to receive free or subsidized medical expense coverage from the 13 14 participating schools or athletic associations he/she represented 15 or is representing in case of any physical injury or sports-related harm suffered by him/her as a result of his/her participation in 16 17 the athletic program or competition. 18 ν. It is the right of the Student-Athlete to have privacy with regard 19 to any personal health information that might cause defamation 20 or insult towards himself/herself, such as his/her family's medical 21 history or physical or mental condition requiring treatment, 22 among others. 23 vi. It is the right of the Student-Athlete to file for a temporary Leave of Absence (LOA) from his/her sport participation in school due 24 25 to valid grounds, such as the need to focus on studies, 26 illness/sickness or any personal/family reasons; Provided, That an absence beyond a reasonable period may result in the loss of 27 scholarship or other privileges and; Provided further, That it is 28 29 understood that he/she cannot participate in events of the athletic 30 associations. 31 vii. It is the right of the Student-Athlete to be protected by the school 32 or athletic association against exploitation, inappropriate

1	influences, and other circumstances prejudicial to his/her
2	physical, mental, emotional, social, and moral development, such
3	as public humiliation, among others.
4	c. Choice of School
5	i. It is the right of the Student-Athlete to transfer from his/her
6	current school to any school that he/she is accepted in for any
7	reason such as, but not limited to:
8	1. Unavailability of his/her desired class/course;
9	2. Failure to pass the class/course leading to dismissal;
10	3. Violation of the school's policy leading to dismissal; or
11	4. Personal reasons/considerations.
12	ii. It is the right of the Student-Athlete to be free from any act of
13	restriction or punishment by the old and/or the new school due
14	to his/her transfer from the former to the latter in accordance
15	with Section 4 of Republic Act No. 10676 or the "Student-Athletes
16	Protection Act".
17	d. Other Rights
17 18	 d. Other Rights i. It is the right of the Student-Athlete to undergo trainings and
18	i. It is the right of the Student-Athlete to undergo trainings and
18 19	i. It is the right of the Student-Athlete to undergo trainings and workshops for the further development of his/her skills related to
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18 19 20 21	i. It is the right of the Student-Athlete to undergo trainings and workshops for the further development of his/her skills related to his/her sport. To this end, the school or the athletic association cannot prohibit the Student-Athlete from attending such trainings
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he/she complies with the requirements of the school where he/she is enrolled in.

iv. It is the right of the Student-Athlete to be coached by skilled sports officials who are trained in sport-specific safety and equipped with the latest information about the risks and hazards of their respective sports. It is also the right of the Student-Athlete to be trained by a coach other than the ones associated with his/her school; *Provided*, That the same is coordinated with his/her coach and/or director of the school's athletic program or the latter's equivalent; *Provided further*, That the Student-Athlete shall not be prevented from exercising said right without valid cause.

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- v. It is the right of the Student-Athlete to have consistent, open, and inclusive dialogue with school officials and athletic associations with regard to the establishment of rules, policies, and regulations that concern and affect them.
 - vi. It is the right of the Student-Athlete to be treated with respect and dignity and be free from any form of discrimination on account of age, sex, gender, language, ethnicity, religion, ideology, disability, education and status.
- vii. It is the right of the Student-Athlete to be free from abuse or violence, be it physical, verbal, sexual, emotional, psychological, spiritual, or cultural in nature. Abuse or violence may occur between the Student-Athlete and his/her coach, a school official or employee, or a fellow Student-Athlete.
- 26Student-Athletes are strongly encouraged to promptly27report any incident involving abuse or violence in order to28facilitate a fast and satisfactory resolution thereof.
- viii. It is the right of the Student-Athlete to have opportunities to
 engage in other safe recreational activities for the wholesome use
 of his/her leisure hours; *Provided,* That it is not inconsistent with
 his/her sport and will not expose him to undue risks.

1 ix. It is the right of the Student-Athlete to engage in gainful 2 employment; Provided, That it does not interfere with his/her 3 studies, training schedule, and competition and does not prevent 4 him/her from playing for his/her school team or in any competitions of athletic associations; Provided further, That 5 he/she remains in good academic standing. 6

7 Sec. 6. Obligations of Student-Athletes. - For active involvement in the 8 promotion and protection of their rights:

- 9 a. It is the responsibility of the Student-Athlete to conduct himself/herself 10 in a responsible manner at all times, reflective of the values of the school he/she represents, bearing in mind that he/she carries the name and 11 12 colors of his/her school and is a role model to the other students.
- b. It is the responsibility of the Student-Athlete to train regularly and obey 13 the rules set by his/her coach and the school.

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- c. It is the responsibility of the Student-Athlete to represent his/her school 15 in competitions chosen by his/her coach and/or school. In case of conflict 16 17 between a school-sanctioned competition and other competitions, 18 he/she is duty-bound to prioritize the school-sanctioned competition with the exception of international competitions or pre-qualifying events for 19 20 international competitions.
- d. It is the responsibility of the Student-Athlete to voluntarily present 21 himself/herself for the pre- and post-competition general health 22 23 examinations;
- 24 e. It is the responsibility of the Student-Athlete to voluntarily attend 25 trainings and workshops designed and conducted for him/her.
- f. It is the responsibility of the Student-Athlete to prioritize his/her 26 academic performance to ensure that his/her participation in sports will 27 not disrupt or hinder the completion of his/her class/course. He/she shall 28 diligently attend classes and comply with the minimum class/course 29 load, pass grade requirement and other requirements set by the schools. 30
- A Student-Athlete shall not be allowed to participate in any 31 competition if he/she has not attained the minimum passing requirement 32

1		to qualify him/her to go to the next level, unless he/she completes
2		his/her missing requirements during summer break.
3	g.	It is the responsibility of the Student-Athlete not to use, offer other
4		Student-Athletes or purchase any performance-enhancing drugs (PEDs)
5		and other prohibited substances.
6	h.	It is the responsibility of the Student-Athlete to uphold the integrity of
7		the games, the name and reputation of his/her school and the athletic
8		association he/she is representing by not being involved in betting,
9		game-fixing, wagering, gambling and other illicit acts or activities; nor
10		shall he/she be affiliated or involved with persons associated with
11		gambling and/or game-fixing.
12	i.	It is the responsibility of the Student-Athlete to practice and maintain a
13		respectful and non-violent attitude towards himself/herself, other
14		athletes, coaches, sports officials, and any person in general.
15	ј.	It is the responsibility of the Student-Athlete to preserve and promote
16		the amateur nature of school-sanctioned competitions in all stages, from
17		recruitment to competition, that he/she participates in.
18	Sec. 7	. Obligations of Schools. —
19	a.	It is the duty of the schools and their officials to support the Student-
20		Athlete in fulfilling his/her responsibilities, first and foremost, as a
21		student and then as an athlete.
22	b.	It is the duty of the schools and their officials to provide counselors,
23		other than the coach, who will help the Student-Athlete in his/her
24		academic work, in balancing his/her responsibilities and in reaching
25		his/her full potential.
2 6	с.	It is the duty of the schools and their officials to monitor the academic
27		performance of the Student-Athlete and certify that he/she complies
28		with the minimum class/course load, passes grade requirement and
29		other requirements set in this Act and by the schools.
30	d.	It is the duty of the schools and their officials to provide the Student-
31		Athletes with a safe and healthy training environment.

- e. It is the duty of the schools and their officials to provide the Student Athlete with safe, well-maintained, and upgraded equipment and well fitted uniforms.
- f. It is the duty of the schools and their officials to provide the StudentAthlete access to health care professionals who will monitor his/her
 physical health condition and nutritional needs, particularly during
 training and competitions and right after the competitions.
- g. It is the duty of the schools and their officials to provide the Student Athlete free or subsidized medical expense coverage in case of any
 physical injury or sports-related harm suffered by him/her as a result of
 his/her participation in the athletic program or competition.
- h. It is the duty of the schools and their officials to maintain the StudentAthlete's full or partial scholarship for his/her continued education and/or
 financial support even after suffering from injury that resulted from
 his/her participation in the athletic program which prevents him from
 further training for and competing in inter-school competitions.
- i. It is the duty of the schools and their officials to allow the StudentAthlete to file a temporary LOA from the athletic team or program due
 to valid grounds such as the need to focus on studies, illness/sickness
 or any personal/family reasons; *Provided*, That an absence beyond a
 reasonable period may result in the loss of scholarship or other privileges
 and; *Provided further*, That it is understood he/she cannot participate in
 events of the athletic associations.
- j. It is the duty of the schools and their officials to protect the privacy of
 any personal health information of the Student-Athlete that might cause
 defamation or insult towards him/herself, such as his/her family's
 medical history or physical or mental condition requiring treatment,
 among others.
- k. It is the duty of the schools and their officials to protect the Student Athlete against exploitation, inappropriate influences, and other
 circumstances prejudicial to his/her physical, mental, emotional, social,
 and moral development, such as public humiliation, among others.

1I. It is the duty of the schools and their officials to uphold the Constitutional2right of the Student-Athlete to a quality education which includes the3choice of school or the right to transfer to another school for any reason4such as, but not limited to, those enumerated in Section 5.3 (a), subject5to the provisions of Republic Act No. 10676 or the "Student-Athletes6Protection Act".

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- m. It is the duty of the schools and their officials to allow the Student-Athlete to try out and participate in international competitions where he/she will represent the country and other national competitions. This shall not prevent him/her from playing for his/her school team or in any competitions of athletic associations; *Provided*, That he/she remains in good academic standing.
- 13n. It is the duty of the schools and their officials to grant or renew the14Student-Athlete's athletic grants for the current semester or term;15*Provided,* That the Student-Athlete complies with the requirements of16the school.
- 17 o. It is the duty of the schools and their officials to allow the Student-Athlete to be coached by skilled sports officials who are trained in sport-18 19 specific safety and equipped with the latest information about the risks and hazards of their respective sports. To this end, the school and their 20 21 officials shall respect the right of the Student-Athlete to be trained by a 22 coach other than the ones associated with the school; Provided, That 23 the same is coordinated with his/her coach and/or the director of the 24 school's athletic program or the latter's equivalent, who shall not prevent 25 said athlete from exercising said right without valid cause
- p. It is the duty of the schools and their officials to ensure that no StudentAthlete shall, on account of age, sex, gender, language, ethnicity,
 religion, disability, education and status, be excluded from participation
 in, be denied the benefits of, or be subjected to discrimination under any
 athletic program or activity.
- Schools shall take into account its total women student population
 in granting athletic scholarship. There shall be a *pro rata* representation

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of women in the athletic scholarship program based on the percentage of women in the whole student population.

- 3q. It is the duty of the schools and their officials to protect the Student-4Athlete from abuse or violence, be it physical, verbal, sexual, emotional,5psychological, spiritual, or cultural in nature. The schools and their6officials shall promptly take notice of and act upon incidents of abuse or7violence against the Student-Athletes.
- r. It is the duty of the schools and their officials to protect the health,
 safety and welface of the Student-Athlete from Performance Enhancing
 Drugs (PEDs) and other prohibited substances. To this end, school
 officials or representatives who offer or pressure the Student-Athletes
 into taking PEDs and other prohibited substances shall be terminated
 from the school.
- 14s. It is the duty of the schools and their officials not to sponsor, operate,15advertise or promote any betting, game-fixing, wagering or gambling16scheme based, directly or indirectly, on one or more competitive games17in which Student-Athletes participate, or are intended to participate, or18on one or more performances of the Student-Athletes in such games.
- 19t. It is the duty of the schools and their officials not to intentionally suspend20or otherwise delay the Student-Athlete in junior or senior high school21from graduating in order to lengthen the period of the Student-Athlete's22eligibility to play for the school.
 - It is the duty of the schools not to offer benefits and incentives to the Student-Athlete to the extent that it results in the commercialization of the Student-Athlete in accordance with Sections 5 and 6 of Republic Act No. 10676 or the "Student-Athletes Protection Act".
- v. It is the duty of the schools and their officials to support the StudentAthlete's right to undergo trainings and workshops for the further
 development of his/her skills. To this end, the school cannot prohibit the
 Student-Athlete from attending such trainings or workshops; *Provided,*That he/she will endeavor to schedule the same on a date that does not
 conflict with the game of the school.
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- w. It is the duty of the schools and their officials to conduct forums to inform
 all new Student-Athletes and school officials of this law and their
 corresponding rights and obligations herein. Various forms of
 communication shall also be employed to keep all Student-Athletes and
 school officials informed of updates, issues and reminders regarding the
 exercise of the rights and observation of the obligations mentioned
 herein.
 - x. It is also the duty of the school and their officials to conduct forums educating the Student-Athlete on different topics including discrimination against women, dangers of PEDs and protection from violence and abuse.
- y. It is the duty of the schools and their officials to allow the Student Athlete the opportunity to engage in other safe recreational activities for
 the wholesome use of his/her leisure hours; *Provided,* That it is not
 inconsistent with his/her sport and will not expose him to undue risks.
- 16z. It is the duty of the schools and their officials to allow the Student-17Athlete to engage in gainful employment; *Provided,* That it does not18interfere with his/her studies, training schedule, and competitions.
- 19aa. It is the duty of the schools and their officials to preserve and promote20the amateur nature of school-sanctioned competitions in all stages, from21recruitment to competition, that the Student-Athlete participates in.

Sec. 8. Obligations of Athletic Associations -

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- a. It is the duty of the athletic associations to support the Student-Athlete's
 choice of school without any restriction or penalty. In the event that the
 issue is brought to the athletic association, the same shall be resolved
 in favor of honoring the right of choice of the Student-Athlete; *Provided*,
 That there are no violations of Section 7.21.
- b. It is the duty of the athletic associations to ensure that the StudentAthlete plays in a safe and healthy environment during inter-school
 athletic programs and competitions.

c. It is the duty of the athletic associations to provide the Student-Athlete with safe, well-maintained, and upgraded equipment for use during inter-school athletic programs and competitions.

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- d. It is the duty of the athletic associations to provide the Student-Athlete
 access to medics in case of accidents, injuries, and other emergency
 situations during athletic programs or competitions.
 - e. It is the duty of the athletic associations to keep and protect the privacy of any personal health information of the Student-Athlete that might cause defamation or insult towards himself/herself, such as his/her family's medical history or physical or mental condition requiring treatment, among others.
- f. It is the duty of the athletic associations to protect the Student-Athlete
 against exploitation, inappropriate influences, and other circumstances
 prejudicial to his/her physical, mental, emotional, social, and moral
 development, such as public humiliation, among others.
- g. It is the duty of the athletic associations not to sponsor, operate,
 advertise or promote any betting, game-fixing, wagering or gambling
 scheme based, directly or indirectly, on one or more competitive games
 in which Student-Athletes participate, or are intended to participate, or
 on one or more performances of the Student-Athletes in such games.
- h. It is the duty of the athletic associations to support the Student-Athlete's
 right to undergo trainings and workshops for the further development of
 his/her skills. To this end, athletic associations cannot prohibit the
 Student-Athlete from attending such trainings or workshops; *Provided*,
 That the Student-Athlete will endeavor to schedule the same on a date
 that does not conflict with the game of the athletic association.
- i. It is the duty of the athletic associations to allow the Student-Athlete to
 try out and participate in international competitions where he/she will
 represent the country and other national competitions. This shall not
 prevent him/her from playing for his/ner school team or in any
 competitions of athletic associations; *P. ovided*, That he/she remains in
 good academic standing.

j. It is the duty of the athletic associations to sanction member-schools which violate the rights of the Student-Athlete or fail to address the same or otherwise allow its officials to do so. In this regard, athletic associations shall enact rules which shall support this Act and provide sanctions for violations thereof, which may include suspension or disqualification of erring member-schools or officials thereof from interschool athletic programs and competitions.

k. It is the duty of the athletic associations to preserve and promote the
 amateur nature of school-sanctioned competitions in all stages, from
 recruitment to competition, that the Student-Athlete participates in.

Sec. 9. *Obligations of NSAs and the Philippine Sports Commission.* – It is the duty of NSAs to support the schedule of the various athletic associations to the extent possible, so as not to schedule try-outs, trainings or trips abroad during crucial training periods or competitions.

Sec. 10. *Implementation.* – The Commission on Higher Education (CHED), the Department on Education (DepEd), the athletic associations (UAAP, NCAA, WNCAA and SCUAA, among others), and the PSC, with the participation of representatives from sports organizations with proven track records of involvement and promotion of the rights and welfare of Filipino athletes, shall promulgate the Implementing Rules and Regulations of this Act within thirty (30) days from its effectivity.

The DepEd and CHED shall penalize schools that disregard a Student-Athlete's 21 academic rights and/or that do not sanction its officials for doing so. DepEd and CHED 22 shall also be responsible for penalizing schools that offer or abet in the offer of 23 incentives and benefits beyond those allowed by Section 7.21 of this Act. To this end, 24 DepEd and CHED may impose sanctions such as, but not limited to, diminution or 25 withdrawal of subsidy, recommendation on the downgrading or withdrawal of 26 accreditation program termination, or school closure; Provided, That these shall be in 27 accordance with the provisions of Republic Act No. 10676 or the "Student-Athletes 28 Protection Act", when applicable. 29

Sec. 11. *Separability Clause.* – If any provision or part hereof is held invalid or unconstitutional, the remainder of the law or the provisions not otherwise affected shall remain valid and subsisting.

Sec. 12. *Effect on Republic Act No. 10676.* – Nothing in this Act shall be construed as to have amended or repealed Republic Act No. 10676, otherwise known as the "*Student-Athletes Protection Act."*

Sec. 13. *Repealing Clause.* – Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent with the provision of this Act is hereby repealed, modified, or amended accordingly.

Sec. 14. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its
publication in at least two (2) newspapers of general circulation.

Approved,