

All About Sexual Harassment



There were **421** **cases of sexual** **harassment at the** **workplace reported** **to the Philippine** **National Police** **between the years** **2016 - 2021.***

On the average, about 70 cases were reported per year. The highest number of reported cases was in the year 2017, with 100 cases, and dropped to 58 cases at the onslaught of pandemic.

Supreme Court Manila records include sexual harassment complaints against

Clerks of Court, City Health Officer, Chairman, Division Chief Superintendents, Regional Director, and Regional and Municipal Judges, among others.

Republic Act No. 7877

The Anti-Sexual Harassment Act of 1995

Sexual harassment is an act, or a series of acts, involving any unwelcome sexual advance, request or demand for a sexual favor, or other verbal or physical behavior of a sexual nature, committed by an employer, employee, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainor, or any other person who, having authority, influence or moral ascendancy over another in a work-related, training or education related environment.

Forms of sexual harassment include:



PHYSICAL
 Malicious touching, overt sexual advances, and gestures with lewd insinuation



VERBAL
 Requests or demands for sexual favors, and lurid remarks



TANGIBLE
 Use of objects, pictures or graphics, letters or written notes with sexual underpinnings

and other similar acts.

Work-related sexual harassment is committed when the above act or series of acts:



Are used as a condition, or the submission to or rejection of any of these acts is used as basis for any employment decisions;^[1]



Have the purpose or effect of interfering with the work performance, or creating an intimidating, hostile or offensive work environment of the complainant; or



Might reasonably be expected to cause discrimination, insecurity, discomfort, offense or humiliation to a complainant.^[2]

Education or training-related sexual harassment is committed when the above act or series of acts:



Are used as a condition, or the submission to or rejection of any of these acts is used as basis for any educational benefits;^[3]



Have the purpose or effect of interfering with the work performance, or creating an intimidating, hostile or offensive academic environment of the complainant; or



Might reasonably be expected to cause discrimination, insecurity, discomfort, offense or humiliation to a complainant.^[4]

Sexual harassment may take place in any of the following avenues:



in the premises of the workplace or office or of the school or training institution



at work or education- or training-related social functions



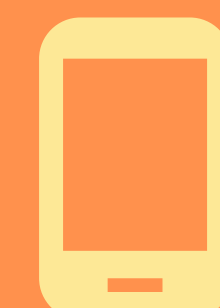
at official conferences, fora, symposia or training sessions



in any place where the parties were found, as a result of work or education or training responsibilities or relations



while on official business outside the office or school or training institution or during work or school or training-related travel



by telephone, cellular phone, fax machine or electronic mail

^[1] Employment decisions include, but not limited to, matters related to hiring, promotion, raise in salary, job security, benefits and any other personnel action
^[2] A complainant may be a co-employee, applicant, customer, or word of the person complained of
^[3] Educational benefits include, but not limited to, giving of a passing grade, or granting of honors and scholarships, or the payment of a stipend, allowance, or other benefits, privileges, or considerations
^[4] A complainant may be a trainee, apprentice, intern, tutee or ward of the person complained of

Republic Act No. 7877

The Anti-Sexual Harassment Act of 1995

Sexual harassment is an act, or a series of acts, involving any unwelcome sexual advance, request or demand for a sexual favor, or other verbal or physical behavior of a sexual nature, committed by an employer, employee, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainor, or any other person who, having authority, influence or moral ascendancy over another in a work-related, training or education related environment.

A government employee, regardless of sex, is liable for sexual harassment when he or she performs any of the following:



Directly participates in the execution of any act of sexual harassment^[5]



Induces or directs another or others to commit sexual harassment^[6]



Cooperates in the commission of sexual harassment by another through:

- an act without which the sexual harassment would not have been accomplished; or
- previous or simultaneous acts

The classification of acts of sexual harassment are as follows:

CLASSIFICATION	ACTIONS	PENALTY
Light Offenses	<ul style="list-style-type: none"> • Surreptitiously looking or stealing a look at a person's private part or worn undergarments; • Telling sexist/smutty jokes or sending these through text, electronic mail or other similar means, causing embarrassment or offense and carried out after the offender has been advised that they are offensive or embarrassing or, even without such advise, when they are by their nature clearly embarrassing, offensive or vulgar; • Malicious leering or ogling; • Display of sexually offensive pictures, materials or graffiti; • Unwelcomed inquiries or comments about a person's sex life, sexual flirtation, advances, propositions, or phone calls with sexual overtones causing discomfort, embarrassment, offense or insult to the receiver; • Making offensive hand or body gestures at an employee; • Persistent unwanted attention with sexual overtones; and • Other similar cases. 	<p>1st Offense - Reprimand 2nd Offense - Fine or suspension not exceeding thirty (30) days 3rd Offense - Dismissal</p>
Less Grave Offenses	<ul style="list-style-type: none"> • Unwanted touching or brushing against a victim's body; • Pinching not falling under grave offenses; • Derogatory or degrading remarks or innuendoes directed toward the members of one sex or one's sexual orientation or used to describe a person; • Verbal abuse or threats with sexual overtones; and • Other similar cases. 	<p>1st Offense - Fine or suspension for thirty (30) days but not exceeding six (6) months 2nd Offense - Dismissal</p>
Grave Offenses	<ul style="list-style-type: none"> • Unwanted touching of private parts of the body (genitalia, buttocks, and breast); • Sexual assault; • Malicious touching; • Requesting for sexual favor in exchange for employment, promotion, local or foreign travels, favorable working conditions or assignments, a passing grade, the granting of honors or scholarship, or the grant of benefits or payment of a stipend or allowance; and • Other similar cases. 	<p>Dismissal</p>

[5] As defined by the Civil Service Commission Administrative Disciplinary Rules on Sexual Harassment Cases

[6] Ibid
References:
 1. Civil Service Commission Resolution No. 01 - 0940: Administrative Disciplinary Rules on Sexual Harassment Cases dated 21 May 2021
 2. Republic Act No. 7877 or the Anti-Sexual Harassment Act of 1995 dated 14 February 1995

HOW TO FILE A SEXUAL HARASSMENT COMPLAINT

against GPPB - TSO personnel or staff



The complaint must be in writing, signed, and sworn by the complainant; and shall contain the following:



COMPLAINANT vs RESPONDENT

Provide your full name and address, and the respondent's full name, address, and position.



NARRATION OF FACTS

Tell us briefly what happened.



SUPPORTING DOCUMENTS

Provide us evidence, in support of the complainant, if any.



CERTIFICATION

Accomplish and attach your certification of non-forum shopping.^[1]



FILE THROUGH MS TEAMS

File your complaint before the members of the Committee on Decorum and Investigation through Microsoft Teams Approvals.

For inquiries, don't hesitate to contact the members of your Committee on Decorum and Investigation.

**There is no
excuse for
committing or
aiding in the acts
of sexual
harassment.**

**Studies show that
victims of sexual
harassment at the
workplace experienced
trauma, demonstrated
poor work
performance, and
abused alcohol and
drug use.**

References:

Karami, A., Spinel, M., White, C., Ford, K., & Swan, S. (2021). A Systematic Literature Review of Sexual Harassment Studies with Text Mining. *Sustainability*, 13(12), 6589. doi: 10.3390/su13126589

Dawgert, Sarah (2009). Substance Abuse and Sexual Violence: Building Prevention and Intervention Responses. The Pennsylvania Coalition Against Rape

LET'S TALK ABOUT IT

List of Centers Offering FREE Online Psychosocial Telesupport

NATIONAL CENTERS

National Center for Mental Health

0917-899-8727
0917-899-USAP

Philippines Mental Health Association

PMHA Facebook Messenger
pmhacds@gmail.com
0917-565-2036

Ateneo Bulatao Center for Psychological Services

**Online counseling and psychological first aid with priority given to frontliners*
Ateneo Bulatao Center for Psychological Services Facebook
Messenger
bulataocenter.ls@ateneo.edu
(02) 8426-5982

Philippine Psychiatric Association: Mind Matters

0918-942-4864

PsychConsult, Inc.

(02) 8421-2469/ (02) 8692-9844

Graymatters Psychological Center

0917-709-6961/ 0997-561-8778

Circle of Hope Community Services

**Online counseling and Psychological First Aid for healthcare workers*
0917-822-2324/ 0925-557-0888

Natasha Goulbourn Foundation

(02)-8804-HOPE (4673)
0917-558-HOPE (4673)
2919 (toll-free for GLOBE and TM subscribers)

In-Touch Community Services

(02) 8893-7603
0917-800-1123/ 0922-893-8944

Philippine General Hospital

<https://pghopd.up.edu.ph/>
(02) 554-8400 loc. 2436 or 2440
(02) 554-8470/ (02) 554-8847

LUZON

University of the Philippines - Diliman (UPD) Psychosocial Services

**Provides psychosocial services for UPD students, faculty, and staff*
0916-757-3157/ 0906-374-3466
psycserv.upd@up.edu.ph

SLU - Sunflow Children and Youth Wellness Center, Baguio City

0915-541-5501/ 0928-832-6372
slusunflower@slu.edu.ph

The De La Salle University Dasmaringas Center for Applied Psychology

0935-751-9227/ 0919-499-8381

VISAYAS

University of San Carlos (USC) Mental Health Online Support

<https://www.facebook.com/USCMHR/>

Western Visayas Psychosocial Support for COVID-19

<https://www.facebook.com/westernvisayas.psychosocial/>

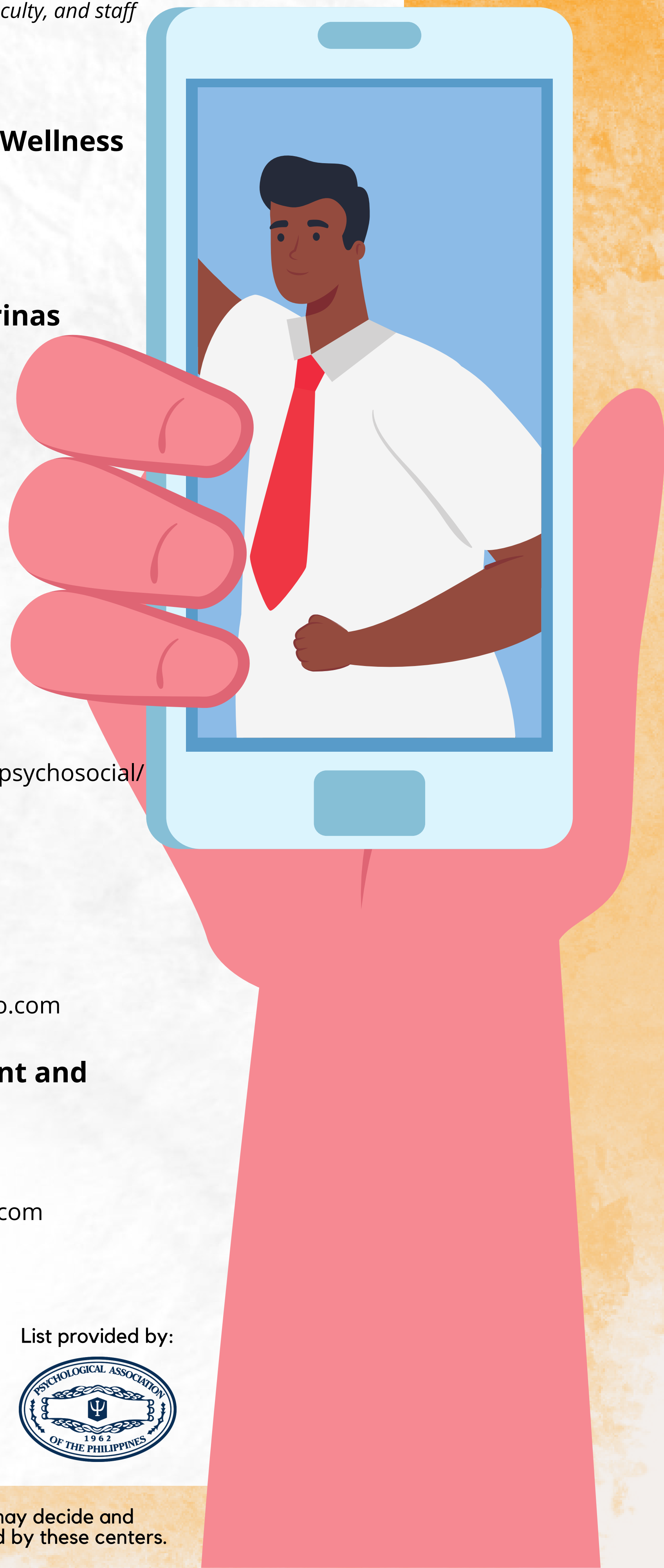
MINDANAO

The HOFFEN Clinic

0951-815-4673
(082)-297-2761 loc. 269
centerformentalhealth@adventisthealth-dvo.com

Psycli-nik Psychological Assessment and Intervention Services

Viber: 0917-305-1891
(02) 8955-8103
psyclinik06@gmail.com/ lolin_bajin@yahoo.com



List provided by:



LET'S TALK ABOUT IT

Luzon-wide landline toll-free

1553

Globe/ TM Subscribers

0966-351-4518

0917-899-8727

0917-899-USAP

Smart/ Sun/ TNT Subscribers

0908-639-2672



ncmcrisishotline



ncmhhotline

A project developed by:



SPEAK UP

FOR GOVERNMENT SECTOR EMPLOYEES:

Civil Service Commission

Constitution Hills, Batasang Pambansa Complex, Diliman,
Quezon City
Public Assistance Desk: (02) 8931-7913 / 8931-8187
Para sa Taumbayan Hotline: (02) 8951-2575 / 8932-0111

National Bureau of Investigation

Anti-Violence Against Women and Children Desk
Taft Avenue, Manila
Tel. Nos.: 523-8231 to 38 / 525-6028

Department of Justice – Public Attorney’s Office

Tel. Nos.: 929-9010 / 929-9436 to 37 loc. 106 / 107

FOR PRIVATE SECTOR EMPLOYEES:

Department of Labor and Employment

Bureau of Working Conditions
Intramuros, Manila
Hotline: 1349 / (02) 1349 for calls outside Metro Manila

Philippine National Police

Women and Children Protection Center
Camp Crame, Quezon City
Tel. No.: 410-3213 / 532-6690
Aleng Pulis Text Hot-line: 0919-777-7377

For more information, please contact:

Philippine Commission on Women

1145 J.P. Laurel Street, San Miguel, Manila 1005,
Philippines
Trunklines: (632) 735 - 1654; 736-5249
Fax: (632) 736-4449
Email: oed@pcw.gov.ph; info@pcw.gov.ph
Website: www.pcw.gov.ph
Facebook/Twitter: PCWgovPH

Disclaimer: This material has been developed for informational and educational purposes only.

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