WHAT IF THE EMPLOYER OR HEAD OF OFFICE DID NOT UNDERTAKE ANY ACTION DESPITE HIS/HER KNOWLEDGE OF THE SEXUAL HARASSMENT ACT/S?

The employer or head of office, educational or training institution will be held liable for the damages arising from acts of sexual harassment if they are informed by the offended party of the occurrence of such acts, yet no action has been undertaken.

CAN AN OFFENDED PARTY SEEK REDRESS BY TAKING INDEPENDENT ACTION?

Yes, the offended party may take independent action for damages incurred in the act of sexual harassment. She/he may also avail of relief.

WHAT ARE THE PENALTIES FOR OFFENDERS?

Any person who violates the provisions of the law shall be penalized by imprisonment of not less than one (1) month nor more than six (6) months, or a fine of not less than Ten Thousand Pesos (P10,000) nor more than Twenty Thousand Pesos (P20,000), or both such fine and imprisonment at the discretion of the court.

Any action arising from the violation of the provisions of this Act shall prescribe in three (3) years.

WHERE DO WE GO FOR HELP?

for government sector employees:

Civil Service Commission (CSC)
Constitution Hills, Batasang Pambansa Complex, Diliman, Quezon City
Tel. Nos: 931-6851/ 931-6851
Para sa Taumbayan
Hotline: 951-2575 / 932-0111

for private sector employees:

Department of Labor and Employment (DOLE)
Bureau of Working Conditions
3rd Floor, Muralla Wing, DOLE Bldg., Intramuros, Manila
Trunk line: 527-3000 loc. 303-307

Philippine National Police (PNP)
Women and Children Protection Center (WCPC)
Camp Crame, Quezon City
Tel. No.: 410-3213 / 532-6690 / 723-0401 loc. 5260, 5360, 5361
Aleng Pulis Text Hotline: 0919-777-7377

National Bureau of Investigation (NBI)
Anti-Violence Against Women and Children Desk (VAWCD)
Taft Avenue, Manila
Tel. Nos.: 523-8231 to 38 / 525-6028

DOJ - Public Attorney's Office (DOJ-PAO)
Tel. Nos.: 929-9010 / 929-9436 to 37 loc. 106 / 107

Sources:
1. Republic Act 7877 or the Anti-Sexual Harassment Act of 1995
2. A.M. No. 03-03-13-SC Rule on Administrative Procedure in Sexual Harassment Cases and Guidelines on Proper Work Decorum in the Judiciary. Supreme Court, December 2004

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For more information, please contact the
Philippine Commission on Women
1145 J. P. Laurel St. San Miguel, Manila, Philippines
Trunk line: (02) 735-1654; 736-5249; 736-7712 | Fax: (02) 736-4449
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Facebook/Twitter: PCWgovPH | Youtube: CommissionOnWomenPH

Philippine Commission on Women

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Republic Act 7877

Anti-Sexual Harassment Act of 1995