

- * In the case of work-related environment, the committee shall be composed of at least one (1) representative from the management, the union, if any, the employees from the supervisory rank, and from the rank and file employees.
- * In the case of educational or training institution, the committee shall be composed of at least one (1) representative from the administration, the trainers, teachers, instructors, professors or coaches and students or trainees, as the case may be.
- * The employer or head of office, educational or training institution shall disseminate or post a copy of RA 7877 to inform all concerned individuals.

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

The employer or head of an 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?

An 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 APPLIED TO OFFENDER?

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 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.

WHERE DO WE GO FOR HELP?

Gender and Development Office
 Tel. No.: (043) 728-9844 loc. 1165
 E-mail: gad@tanauacity.gov.ph
 FB Page: www.fb.com/GADtanauacity

City Social Welfare and Development Office
 Tel. No.: (043) 728-9887 loc. 1006/1007/1008

Tanauan City Police Station
 Tel. No.: (043) 778-1126/784-5348



**Republic Act 7877
 The Anti-Sexual
 Harassment
 Act of 1995**



Some Quick Information

- * RA 7877 addresses the issue of sexual harassment committed in work and education or training environment.
- * It was signed into law on February 14, 1995 former Pres. Fidel Ramos' administration.

WHAT IS SEXUAL HARASSMENT?

Under the law, work, education or training related sexual harassment is. . .

“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 or training or education environment, demands, requests or otherwise requires any sexual favor from the other, regardless of whatever the demand, request or requirement for submission is accepted by the object of said Act.”

HOW IS WORK-RELATED HARASSMENT COMMITTED?

This is done when:

- a. The sexual favor is made as a condition in the hiring or in the employment, re-employment or continued employment of said individual, or in granting said individual favorable compensation, terms, conditions, promotion, or privileges;

or the refusal to grant the sexual favor results in limiting, segregating or classifying the employee which in any way would discriminate, deprive or diminish employment opportunities or otherwise adversely affect said employee;

- b. The above acts would impair the employee's rights or privileges under existing labor laws; or
- c. The above acts would result in an intimidating, hostile, or offensive environment for the employee.

WHAT ABOUT EDUCATION OR TRAINING RELATED SEXUAL HARASSMENT?

This is committed:

- a) Against one who is under the care, custody or supervision of the offender;
 - b) Against one whose education, training, apprenticeship or tutorship is entrusted to the offender;
 - c) When the sexual favor is made a condition to the giving of a passing grade, or the granting of honors and scholarships, or the payment of a stipend, allowance or other benefits, privileges, or considerations; or
 - d) When the sexual advances result in an intimidating, hostile or offensive environment for the student, trainee or apprentice.
- * A person who directs or induces an other person to commit any act of sexual harassment or who cooperates to commit the act, without which the said act would not have been committed, will also be held liable under the law.

WHAT IS THE DUTY OF THE EMPLOYER OR HEAD OF OFFICE IN A WORK OR EDUCATION/ TRAINING ENVIRONMENT?

The employer or head of office is required by the law to prevent the occurrence of sexual harassment acts. If in case acts of sexual harassment were committed, the employer or head of office should:

- a. Disseminate appropriate rules and regulations which are consulted from and jointly approved by the employees or students or trainees, through their duly designated representatives. The said rules prescribe the procedure for the investigation of sexual harassment sanctions applied for such.
 - * Administrative sanctions shall not bar prosecution in the proper court for unlawful acts of sexual harassment
 - * The said rules and regulations should include guidelines on proper decorum in the workplace and educational or training institutions.
- b. Create a committee on decorum and investigation of cases on sexual harassment. The committee shall conduct meetings or as the case may be, with officers and employees, teachers, instructors, professors, coaches, trainors and students or trainees to increase understanding and prevent incidents of sexual harassment. It shall also conduct the investigation of alleged cases constituting sexual harassment.