



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Nineteenth Congress
First Regular Session

HOUSE BILL NO. _____
(In Substitution of House Bills Numbered 222, 460, 3418, 3702, 4277, 5551, 6003 and 7036)

Introduced by Representatives Geraldine B. Roman, Juan Carlos “Arjo” C. Atayde, Antonio “AA” B. Legarda, Jr., Ralph G. Recto, Christopher V.P. de Venecia, Arlene D. Brosas, France L. Castro, Raoul Dannel A. Manuel, Patrick Michael D. Vargas, Edwin L. Olivares, Ramon Jolo III B. Revilla, Gus S. Tambunting, Ching B. Bernos, Noel "Bong" N. Rivera, Christopherson "Coco" M. Yap, Ma. Cynthia K. Chan, Ysabel Maria J. Zamora, Rachel Marguerite B. Del Mar, Maria Fe R. Abunda, Amparo Maria J. Zamora

**AN ACT
PROHIBITING DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION,
GENDER IDENTITY OR EXPRESSION, OR SEX CHARACTERISTICS (SOGIESC)
AND PROVIDING PENALTIES THEREFOR**

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

- 1 SECTION 1. *Short Title.* - This Act shall be known as the “SOGIESC Equality Act.”
- 2 SEC. 2. *Declaration of Policy.* - The State recognizes the fundamental right of every
- 3 person regardless of sex, age, class, status, ethnicity, color, disability, religious, and political
- 4 beliefs, sexual orientation, gender identity or expression, or sex characteristics (hereinafter
- 5 referred as “SOGIESC”) to be free from any form of discrimination. It shall therefore intensify its
- 6 efforts to fulfill its duties under the Equal Protection Clause and the Bill of Rights provisions of

1 the Philippine Constitution, and international and domestic laws to respect, protect, and fulfill the
2 rights and dignity of every individual.

3 Towards this end, the State shall exert efforts to address all forms of discrimination,
4 marginalization and violence on the basis of SOGIESC, and to promote human dignity as
5 enshrined in the United Nations Universal Declaration on Human Rights, the Convention on the
6 Elimination of All Forms of Discrimination Against Women, particularly the General
7 Recommendation No. 28 on Non-discrimination Based on Sexual Orientation and Gender Identity,
8 Convention on the Rights of the Child, International Covenant on Civil and Political Rights,
9 International Covenant on Economic, Social and Cultural Rights, and all other relevant and
10 universally-accepted human rights instruments and other international conventions to which the
11 Philippines has signed and/or ratified.

12 In the enforcement of this Act, the free exercise and enjoyment of religious freedom and
13 of the fundamental rights of parents in the upbringing of their children in accordance with their
14 religious convictions will be given all due respect. In all matters, the best interest of children shall
15 be paramount.

16 SEC. 3. *Definition of Terms.* – As used in this Act, the following terms shall be defined as
17 follows:

- 18 a. *Asexual* – refers to a person who does not experience attraction or experiences
19 markedly reduced attraction toward individuals of any gender;
- 20 b. *Bisexual* refers to a person who has the capacity to form enduring physical, romantic,
21 and/or emotional attractions to those of the same gender or to those of another gender;
- 22 c. *Child* refers to a person below eighteen (18) years of age or older but who is incapable
23 of taking care of oneself as defined under Republic Act No. 7610, as amended;
- 24 d. *Discrimination* refers to any distinction, exclusion, restriction, or preference which is
25 based on any ground such as sex or SOGIESC, and which has the purpose or effect,
26 whether direct or indirect, of nullifying or impairing the recognition, access to,

1 enjoyment, or exercise by all persons on an equal footing of all rights and freedoms.
2 The actual sex or SOGIESC of the person subjected to discrimination shall not be
3 relevant for the purpose of determining whether an act of discrimination has been
4 committed. Direct discrimination occurs where a person is treated less favorably than
5 another person in the same or comparable circumstances on the ground of his, her, or
6 their SOGIESC. Indirect discrimination occurs where an apparently neutral condition
7 or requirement is imposed which has the effect of disadvantaging a person of diverse
8 SOGIESC and which is not reasonable in the circumstances;

9 e. *Gay* refers to a person who identifies himself as a man and whose enduring physical,
10 romantic, and/or emotional attractions are to people who also identify themselves as
11 men;

12 f. *Gender* refers to a social construct used to categorize a person as man, woman, or
13 other identity, which is usually based on one's sex assigned at birth;

14 g. *Gender Expression* refers to the way a person communicates gender identity to others
15 through behavior, clothing, hairstyles, communication or speech pattern, or body
16 characteristics;

17 h. *Gender Identity* refers to a person's innermost concept of self as man, woman, or
18 another non-binary identity which may or may not correspond with their sex or
19 gender assigned at birth;

20 i. *Harassment* refers to such unwanted conduct, pattern of conduct, act, or series of acts
21 which tend to annoy, insult, bully, demean, offend, threaten, intimidate, alarm, or
22 create a hostile or emotionally distressing environment, or put a person or group of
23 persons in fear of their safety;

24 j. *Hate Crimes* refer to criminal offenses committed against a person or a group of
25 persons, or against such targeted person's or group's honor or property, motivated in
26 whole or in part by the offender's bias against SOGIESC;

- 1 k. *Intersex* refers to people born with the sex characteristics (including genitals, gonads
2 and chromosome patterns) that do not fit typical binary notions of male or female
3 bodies, all of which are natural bodily variations along a spectrum;
- 4 l. *LGBTQIA+ Community* refers to the collective of persons who are Lesbian, Gay,
5 Bisexual, Transgender/Transsexual, Queer/Questioning, Intersex, Asexual/Allies,
6 Non-Binary/Genderqueer and other persons of diverse SOGIESC;
- 7 m. *Lesbian* refers to a person who identifies herself as a woman and whose enduring
8 physical, romantic, and/or emotional attractions are to people who also identify
9 themselves as women;
- 10 n. *Marginalization* refers to a condition where a whole category of people is excluded
11 from useful and meaningful participation in political, economic, social, and cultural
12 life;
- 13 o. *Profiling* refers to subjecting a person or group of persons to investigatory activities,
14 which include unnecessary, unjustified, illegal and degrading searches, or other
15 investigatory activities, in determining whether an individual is engaged in an activity
16 presumed to be unlawful, immoral or socially unacceptable.
- 17 p. *Reasonable accommodation* means necessary and appropriate modification and
18 adjustments not imposing a disproportionate or undue burden, where needed in a
19 particular case, to ensure to persons of diverse SOGIESC the enjoyment or exercise
20 on an equal basis with others of all human rights and fundamental freedoms;
- 21 q. *Sex* refers to the civil status of a person acquired by birth having a system of
22 reproduction corresponding to that belonging to either male, female or intersex;
- 23 r. *Sex characteristics* refers to a person's physical traits that indicate their biological
24 sex, such as chromosomes, external genitalia, gonads, hormones, and internal
25 reproductive organs. Traits present at birth are called primary sex characteristics,
26 whereas those that develop during puberty are called secondary sex characteristics;

- 1 s. *Sexual Orientation* refers to the direction of emotional, sexual attraction, or conduct
2 towards people of the same gender (homosexual orientation) or towards people of
3 more than one gender (bisexual orientation), or towards people of the opposite
4 different gender (heterosexual orientation) or to the absence of sexual attraction
5 (asexual orientation);
- 6 t. *Stigma* refers to the dynamic devaluation and dehumanization of an individual in the
7 eyes of others which may be based on attributes that are arbitrarily defined by others
8 as discreditable or unworthy, and which result in discrimination when acted upon;
- 9 u. *Transgender* refers to a person whose gender identity does not align with the sex or
10 gender assigned at birth, frequently abbreviated to “trans”; and
- 11 v. *Queer* refers to a variety of sexual orientation and gender identities or expression that
12 do not align with mainstream, heteronormative, and/or binary assumptions.
13 Sometimes referred to as *genderqueer* or *non-binary*.

14 SEC. 4. *Communities Vulnerable to Discrimination and Abuse on the Basis of SOGIESC.*

15 - This Act seeks to protect individuals and communities that are at a greater risk of experiencing
16 human rights violations on the basis of SOGIESC, including individuals and communities of
17 diverse SOGIESC who are children, young, poor, persons with disabilities, indigenous peoples
18 or persons of different ethnic background, or cultural background, and of various religious
19 beliefs.

20 For this purpose, discrimination on the grounds of a person’s SOGIESC intersecting or
21 compounded by other grounds and factors such as age, racial or ethnic origin, religious belief or
22 activity, political inclination or conviction, social class, economic status, marital or relationship
23 status, disability, HIV status, health status or medical history, language, physical features, or
24 other status shall be considered a discriminatory practice.

25 SEC. 5. *Discriminatory Practices.* - It shall be unlawful for any person, natural or
26 juridical, to engage in discrimination as defined in this Act, which shall include:

1 (a) Advertising, producing, and publishing in the media, in educational textbooks, and
2 other medium that has the effect of promoting, encouraging and perpetuating stigma or inciting
3 violence and sexual abuse against any person or group on the basis of SOGIESC;

4 (b) Denying access to public services to any person on the basis of SOGIESC;

5 (c) Including SOGIESC, as well as the disclosure of one's SOGIESC, in the criteria
6 for hiring, promotion, transfer, designation, work assignment, re-assignment, dismissal of
7 workers, subcontracting and other human resource movement and action, performance review,
8 and in the determination of employee compensation, access to career development
9 opportunities, training, and other learning and development interventions, incentives,
10 privileges, benefits or allowances, and other terms and conditions of employment: *Provided,*
11 That this provision shall apply to employment and skills training in both the private and public,
12 including military, police, and other similar services: *Provided, further,* That this prohibition
13 shall likewise apply to the contracting and engaging of the services of juridical persons,
14 associations or organizations with LGBTQIA+ members or of associations or organizations
15 advocating LGBTQIA+ rights;

16 (d) Refusing admission or expelling a person from any educational or training
17 institution, such as police and military academies or training institutions, on the basis of
18 SOGIESC. This includes discriminating against a student or trainee due to the SOGIESC of the
19 student's parents or guardian, court-appointed or otherwise: *Provided, however,* That the right
20 of educational and training institutions to determine the academic qualifications of their students
21 or trainees shall be duly upheld;

22 (e) Imposing disciplinary sanctions, penalties harsher than customary or similar
23 punishments, requirements, restrictions or prohibitions that infringe on the rights of the students
24 on the basis of SOGIESC, including discriminating against a student or trainee due to the
25 SOGIESC of the student's parents or guardian, court-appointed or otherwise;

1 (f) Refusing or revoking the accreditation, formal recognition, registration or plan to
2 organize of any organization, group, political party, institution, or establishment in educational
3 institutions, workplaces, communities, and other settings, solely on the basis of the SOGIESC
4 of their members or of their target constituencies such as dissolving existing organizations or
5 refusing or revoking the accreditation, formal recognition, registration or establishment of any
6 organization, group, political party, institutions educational institutions, workplaces,
7 communities, and other settings, on the basis of the SOGIESC of their members or of their
8 target constituencies, whether explicit or otherwise;

9 (g) Denying a person access to public or private medical and other health services open
10 to the general public on the basis of such person's SOGIESC, as well as access to public and
11 private health insurance, including HMOs, on the basis of SOGIESC: *Provided*, That this shall
12 not authorize an order to any institution or person to perform gender affirming surgeries or other
13 similar procedures;

14 (h) Denying an application for or revoking a professional or other similar kind of
15 license, clearance, certification on, or any other similar document, except marriage license,
16 issued by the government due to the applicant's SOGIESC;

17 (i) Denying a person access to or the use of establishments, facilities, utilities, or
18 services, including housing, open to the general public on the basis of SOGIESC: *Provided*,
19 That the act of giving inferior accommodations or services shall be considered a denial of access
20 or use of such facility or service: *Provided, further*, That establishments will make available
21 their existing toilets with facilities designated for persons with disabilities also as gender neutral
22 toilets. *Provided, finally*, That this prohibition covers acts of discrimination against juridical
23 persons solely on the basis of the SOGIESC of their members or of their target constituencies;

24 (j) Subjecting or forcing any person to undertake any medical or psychological
25 examination to determine or alter, or both, the person's SOGIESC without the express approval
26 of the person involved, except in cases where the person involved is a minor and below the age

1 of discernment, or a person who lacks mental capacity, in which case, prior approval of the
2 appropriate Family Court shall be required. In the latter case, the child or a person who lacks
3 mental capacity shall be represented in the proceedings by the Solicitor General or the latter's
4 authorized representative. In no case shall a minor or a person who lacks mental capacity be
5 forced to undertake said examination against his, her or their will and consent;

6 (k) Harassment, coercion, or threats committed on the basis of one's SOGIESC by
7 those involved in the enforcement of law, regulations or directives, and the protection of rights
8 of any person, whether they belong to the public or private sector. Among other cases,
9 prohibited acts under this section include arresting or placing under custody, and subjecting a
10 person to extortion, physical, verbal abuse, or sexual abuse, regardless of whether such arrest
11 has legal or factual basis. Harassment, coercion, or threat of juridical persons on the basis of
12 the SOGIESC of their members, stockholders, benefactors, clients, or patrons is likewise
13 covered by this provision;

14 (l) Publishing information intended to "out" or reveal the sex or SOGIESC of persons
15 without their consent, whether or not done in good faith, when such has not been made known
16 by the person/s concerned and has been made with malicious intent or is primarily motivated
17 by a desire for commercial profit;

18 (m) Engaging in public speech, except religious speech or comments made in the
19 context of a religious service, ceremony or activity, meant to shame, insult, vilify, or which
20 tends to incite or normalize the commission of discriminatory practices against persons of
21 diverse SOGIESC, and which acts or practices in turn, intimidate them or result in the loss of
22 their self-esteem;

23 (n) Subjecting persons or groups of persons to harassment which is motivated in whole
24 or in part by the offender's bias, belief, or perception regarding the offended party's SOGIESC,
25 regardless of whether the belief or perception is correct. Such prohibited act may include
26 physical assault, stalking, or making derogatory comments, slurs or lewd propositions, and may

1 be conducted through any form of medium, including but not limited to, visual representation,
2 broadcast communication, correspondence or communication through mail or any
3 telecommunication device, or through the internet or cyberspace;

4 (o) Subjecting any person, natural or juridical, to gender profiling or to any
5 investigatory activities, which include (i) unnecessary, unjustified, illegal, or degrading
6 searches to determine whether an individual is engaged in an activity presumed to be unlawful,
7 immoral, or socially unacceptable; (ii) recording and analyzing a person's psychological and
8 behavioral characteristics to make generalizations about a person's SOGIESC or to assist in
9 identifying a particular subgroup of people's SOGIESC;

10 (p) Preventing a child under parental authority, custody, or guardianship, whether court
11 appointment or otherwise, from exhibiting or expressing one's SOGIESC; or manifesting
12 rejection of such child's SOGIESC by inflicting or threatening to inflict bodily or physical harm
13 against the child or by causing mental or emotional suffering of the child through intimidation,
14 harassment, public ridicule or humiliation, repeated verbal abuse, or other similar means; or in
15 general, committing any act or omission prejudicial to the welfare and interest of the child as a
16 result of the bias against the SOGIESC of the child;

17 (q) Adopting a measure or practice of general or neutral application which fails to
18 provide for mechanisms to offset or address SOGIESC-based disadvantages or limitations as a
19 result of which persons of diverse SOGIESC are denied or restricted in the recognition and
20 protection of their rights and in their access to and enjoyment of opportunities, benefits, or
21 privileges otherwise available to other persons: *Provided, That* this provision includes denial of
22 reasonable accommodation: *Provided, further,* That such prohibited act may include, among
23 others, economic assistance programs extended only to families traditionally consisting of
24 heterosexual couples, whether *de facto* or legally recognized, to the exclusion of those
25 consisting of couples of diverse SOGIESC; and

1 (r) Subjecting a person to any other analogous acts that shall have the effect or purpose
2 of impairing or nullifying the enjoyment, recognition, or exercise of a person's rights and
3 freedoms.

4 SEC. 6. *Privacy Rights.* – No person shall be burdened, prejudiced, or prosecuted by reason
5 of the exercise of the right to personal privacy, unless it can be shown that there is a compelling
6 reason or interest justifying the infringement of said constitutional right, and there is no other
7 less restrictive means to achieve said reason or interest.

8 SEC. 7. *Administrative Sanctions.* - Refusal of a government official or employee or those
9 involved in the enforcement of law whose duty is to implement any part of this Act, to
10 investigate, prosecute, comply with the directive of the Commission on Human Rights (CHR),
11 or otherwise act on a complaint for a violation of this Act or causing unreasonable delay to
12 perform such a duty without a valid ground shall constitute gross negligence on the part of the
13 official who shall suffer the appropriate penalty under civil service laws, rules and regulations.

14 SEC. 8. *Penalties.* - A person who commits any discriminatory practice described in
15 Section 5 shall, upon conviction, be penalized by a fine of not less than One hundred thousand
16 pesos (P100,000) but not more than Five hundred thousand pesos (P500,000) or imprisonment
17 of not less than one (1) year but not more than twelve 12 years or both, at the discretion of the
18 court. In addition, the court may impose upon a person found to have committed any of the
19 prohibited acts the rendition of community service in terms of attendance in human rights
20 education's familiarization with and exposure to the plight of the victims.

21 If the violation or offense is committed on the grounds of a person's SOGIESC intersecting
22 or compounded by other grounds and factors mentioned in Section 4, the penalty shall be
23 imposed in its maximum.

24 If the violation or offense is committed by a corporation, partnership, association or other
25 juridical entities, the penalty provided for in this section shall be imposed upon the directors,

1 officers, employees or other officials or persons therein responsible for the offense without
2 prejudice to the civil liabilities arising from the criminal offense.

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

5 Nothing in this Act shall preclude the victim from instituting a separate and independent
6 action for damages and other affirmative reliefs or such other cases for violation of other
7 applicable penal laws.

8 The penalties provided under this Section shall be meted without prejudice to the
9 imposition of administrative liability for government officials and employees.

10 *SEC. 9. Special Aggravating Circumstance.* – If any civil, criminal, or administrative
11 offense, not falling under this Act, is committed and proven to be motivated by bias, prejudice,
12 or hate based on SOGIESC, said offense shall be aggravated and the corresponding penalty
13 provided thereto shall be imposed in its maximum.

14 *SEC. 10. Redress Mechanisms for SOGIESC-related Cases.* –

15 (a) *Inclusion of SOGIESC Concerns in All Police Station Activities and Services* – The
16 Women and Children’s Desks now existing in all police stations shall be renamed as Women,
17 Children and Persons of Diverse SOGIESC Protection Desk, which shall also act on and attend
18 to complaints/cases covered by this Act. In this regard, police handling said desks shall
19 undergo appropriate trainings with human rights-based approach to include among others
20 gender sensitivity and awareness in proper terminology, and in the dynamics of relationships
21 existing between persons of diverse SOGIESC as applied in hate crime investigations, case
22 handlings, and case documentations.

23 Complainant-minors can be represented by parents, guardians, or a non-government
24 organization of good standing and reputation.

25 (b) *Role of the Civil Service Commission (CSC)* – In appropriate cases, the CSC shall, by
26 regulation, require government establishments, including government-owned and controlled

1 corporations and financial institutions to establish a grievance mechanism to address
2 discriminatory practices in the workplace and in the provision of services to the public. For
3 this purpose, failure or delay in establishing a grievance mechanism by the Head of Agency
4 shall be a ground for the imposition of an administrative fine as may be prescribed by the CSC.

5 (c) *Role of the Department of Labor and Employment (DOLE)* – In appropriate cases, the
6 DOLE shall, by regulation, require private establishments to establish a grievance mechanism
7 to address discriminatory practices committed in the workplace and in the provision of services
8 to the public. For this purpose, failure or delay in establishing a grievance mechanism shall be
9 a ground for the imposition of an administrative fine as may be prescribed by the DOLE.

10 (d) *Role of the Commission on Human Rights (CHR)* – The CHR shall investigate and
11 recommend the filing of a complaint against any person violating this Act. If the CHR has
12 reasonable cause to believe that any person or group of persons is committing acts penalized
13 in Section 5 of this Act, the CHR shall recommend a legal action in the appropriate prosecutor’s
14 office or court.

15 The CHR shall also direct the officer concerned to take appropriate action against a public
16 officer or employee at fault or who neglects to perform an act or discharge a duty required
17 under this Act, and recommend the revocation of license, removal from office or employment,
18 suspension, demotion, fine, censure, or prosecution, and ensure compliance therewith. The
19 refusal or delay in the compliance with the directive of the CHR, without valid cause, to revoke
20 the license, remove, suspend, demote, fine, censure, or prosecute an officer or employee who
21 is at fault, or who neglects to perform an act or discharge a duty required under this Act, shall
22 be a ground for disciplinary action against said officer.

23 The CHR shall also document cases of discrimination on the basis of SOGIESC and shall
24 include these documented cases in its annual human rights report. The Commission shall
25 actively provide recommendations to different branches of government on how to address and
26 eliminate discrimination on the basis of SOGIESC.

1 SEC. 11. *Government Programs and Policies.* – The State shall pursue initiatives and
2 programs that seek to establish and maintain an environment free of stigma and discrimination.
3 It shall direct the machinery and resources of the State to promote non-discrimination and shall
4 encourage other sectors of the society to engage and participate in these efforts. Towards this
5 end, the Council, shall, by rules and regulations, develop, prescribe and administer incentive
6 and award scheme to encourage public and private establishments to provide programs that
7 defend the human rights of persons of diverse SOGIESC and contribute to their empowerment.
8 The State shall ensure the implementation of the following programs:

9 (a) Social Protection Programs (SPP) - The national government shall ensure that
10 communities vulnerable to stigma and discrimination on the basis of SOGIESC are integrated
11 into government-run social protection programs.

12 (b) Diversity and Inclusion Programs and Trainings (DIPT) - All government
13 agencies, including government-owned and controlled corporations, local government units
14 (LGUs), private companies, public and private education institutions, and other entities,
15 whether public or private, shall establish diversity and inclusion programs and shall endeavor
16 to provide or conduct trainings for their staff, employees, students and trainees, and
17 constituents on human rights, gender sensitivity and awareness, and sensitization on the issue
18 of violence and abuse to ensure that human rights violations and violence on the basis of
19 SOGIESC are prevented. Such institutions may incorporate these activities into existing
20 gender sensitivity and development training programs or school curricula. Finally, the above-
21 listed agencies, companies and institutions shall create an internal redress mechanism to
22 address cases of discrimination and develop administrative remedies or sanction for such
23 cases.

24 (c) Information and Education Campaign (IEC) - All government agencies and
25 instrumentalities are mandated to develop and implement SOGIESC-specific gender

1 sensitivity education and information dissemination. They shall endeavor to produce and
2 publish information and education campaign materials on gender and human rights.

3 SEC. 12. *Empowering Portrayal of Persons of Diverse SOGIESC in Media.* – The State
4 shall provide appropriate measures to ensure that media shall undertake positive and
5 empowering portrayal of persons of diverse SOGIESC to counter existing stereotypes and
6 misconceptions that often lead to discriminatory practices. Towards this end, incentives and
7 awards scheme shall be provided to programs that defend the human rights of persons of diverse
8 SOGIESC and contribute to their empowerment, pursuant to Sec. 11 of this Act.

9 SEC. 13. *SOGIESC Congressional Oversight Committee (SECOC).* - For the effective
10 implementation of this Act, there shall be created a Congressional Oversight Committee,
11 hereinafter referred to as the SOGIESC Equality Congressional Oversight Committee
12 (SECOC), within sixty (60) days after the enactment of this Act. The SECOC shall be composed
13 of five (5) members each from the Senate and the House of Representatives, which shall include
14 the Chair of the Senate Committees on Women, Children, Family Relations and Gender
15 Equality, and of Justice and Human Rights, and the Chair of the House of Representatives
16 Committees on Women and Gender Equality, and of Human Rights. The members from the
17 Senate and the House of Representatives shall be appointed by the Senate President and the
18 Speaker, respectively, with at least one (1) member representing the minority.

19 The SECOC shall be chaired jointly by the Chair of the Senate Committee on Women,
20 Children, Family Relations and Gender Equality and the House Committee on Women and
21 Gender Equality. The position of Vice-Chair of the SECOC shall be jointly held by the Chair
22 of the Senate Committee on Justice and Human Rights and the House Committee on Human
23 Rights. The Secretariat of the SECOC shall come from the Secretariat personnel of the Senate
24 and the House of Representatives committees concerned.

25 The SECOC shall monitor the compliance of public institutions to the provisions of this
26 Act. Within three (3) years after the enactment of this Act, the SECOC shall conduct an audit

1 of national and local policies that discriminate on the basis of sexual orientation or gender
2 identity and expression, and shall submit a report to Congress, the Office of the President, and
3 the Supreme Court, on this subject. Thereafter, the Council shall submit to Congress an annual
4 report on the implementation of this Act.

5 The SECOC shall cease to exist ten (10) years after its organization.

6 SEC. 14. *Inter-Agency Council on SOGIESC Equality.* – In pursuance of the
7 abovementioned government programs and policies, there is hereby established an inter-
8 agency council on SOGIESC equality, hereinafter known as the Council, which shall be
9 composed of the following agencies and organizations:

10 A) Commission on Human Rights (CHR);

11 B) Department of Justice (DOJ);

12 C) Civil Service Commission (CSC);

13 D) Philippine National Police (PNP);

14 E) Department of Information and Communications Technology (DICT);

15 F) National Youth Commission (NYC);

16 G) Philippine Commission on Women (PCW);

17 H) Commission on Population (POPCOM);

18 I) Department of Labor and Employment (DOLE);

19 J) Department of Education (DepEd);

20 K) Commission on Higher Education (CHED);

21 L) Technical Education and Skills Development Authority (TESDA);

22 M) Philippine Statistics Authority (PSA);

23 N) Department of Health (DOH);

24 O) Department of Social Welfare and Development (DSWD);

25 P) Department of the Interior and Local Government (DILG); and

1 Q) At least three (3) representatives from civil society organizations (CSOs) with
2 proven expertise and track record on SOGIESC concerns;

3 The Chairperson of the CHR shall be the permanent Chair of the Council, and the
4 secretary of Justice as its permanent Vice-Chair. The Council members may designate
5 their permanent representative who shall have a rank not lower than an assistant secretary
6 or its equivalent, and shall receive emoluments as may be determined by the Council in
7 accordance with existing budget and accounting rules and regulations.

8 The CSOs forming part of the Council shall be selected based on proven expertise and
9 track record on SOGIESC concerns, subject to the implementing rules and regulations
10 (IRR) of this act. The representatives of the CSOs shall serve for a term of three (3) years
11 renewable at the discretion of the Chair upon recommendation of the Council for a
12 maximum of two (2) consecutive terms.

13 The Council shall meet at least once every quarter, the presence of the Chairperson or
14 the Vice-Chair of the Council, and at least ten (10) other representatives of the Council
15 members shall constitute a quorum to do business, and a majority of those present shall be
16 sufficient to pass resolutions or render decisions.

17 SEC. 15. *Powers and Functions of the Council.* – the Council shall have the following
18 powers and functions:

19 a. Develop DIPTs and IECs for the national government;

20 b. Provide overall direction to the DIPTs, and IECs of the national government, and
21 guidance and technical assistance to agencies in the implementation of the DIPTs, IECs
22 and SPPs in their respective agencies;

23 c. Encourage LGUs to issue ordinances promoting DIPTs and IECs within their
24 respective jurisdictions;

25 d. Ensure that branches, departments, bureaus, offices, agencies and instrumentalities
26 of the government, including GOCCs, SUCs and LGUs, undertake appropriate measures,

1 subject to existing laws, rules and issuances, relative to the violation of nondiscrimination
2 laws or issuances, and/or filing of appropriate action against erring persons;

3 e. Establish a system for monitoring the progress of branches, departments, bureaus,
4 offices, agencies and instrumentalities of the government, including GOCCs, SUCs and
5 LGUs, in the implementation of DIPTs, IECs and SSPs;

6 f. Enlist the support and assistance of other government agencies and instrumentalities
7 in the attainment of the objectives of Section 10 of this Act; and

8 g. Submit to the SECOC regular reports on the progress of the implementation of this
9 act, highlighting the impact thereof on the status and human rights of people with diverse
10 SOGIESC and recommend possible legislation to address gaps in existing laws.

11 SEC. 16. *Secretariat to the Council.* – The Commission on Human Rights shall
12 establish the necessary secretariat for the Council consisting of personnel with the necessary
13 technical expertise and capacity that shall be conferred permanent appointments, subject to civil
14 service rules and regulations. The secretariat shall be headed by an Executive Director who
15 shall be under the direct supervision of the Chair of the Council.

16 The secretariat shall perform the following functions:

17 a. Coordinate and manage the day-to-day affairs of the Council;

18 b. Assist in the formulation, monitoring and evaluation of DIPs and IECs;

19 c. Provide technical assistance, support and advisory services to the Council and
20 its external partners;

21 d. Assist the Council in identifying and building internal and external networks
22 and partnerships;

23 e. Coordinate and support the efforts of the Council and its members to mobilize
24 resources; and

25 f. Provide administrative support to the Council.

1 SEC. 17. *Appropriations.* - The amount necessary for the immediate implementation
2 of this Act shall be included in the annual General Appropriations Act (GAA).

3 SEC. 18. *Implementing Rules and Regulations.* – Within sixty (60) days from the
4 effectivity of this Act, the CHR, Department of Justice (DOJ), Civil Service Commission
5 (CSC), Philippine National Police (PNP), Department of National Defense (DND), National
6 Youth Commission (NYC), Philippine Commission on Women (PCW), Commission on
7 Population (POPCOM), Department of Labor and Employment (DOLE), Department of
8 Education (DepEd), Commission on Higher Education (CHED), Technical Education and
9 Skills Development Authority (TESDA), Department of Health (DOH), Department of Social
10 Welfare and Development (DSWD), Department of the Interior and Local Government (DILG),
11 and at least three (3) civil society organizations (CSOs) with proven expertise and track record
12 on SOGIESC concerns, shall promulgate the necessary rules and regulations for the effective
13 implementation of the provisions of this Act.

14 SEC. 19. *Separability Clause.* - If any provision of this Act is declared
15 unconstitutional or otherwise invalid, the validity of the other provisions shall not be affected
16 thereby.

17 SEC. 20. *Repealing Clause.* - All laws, decrees, orders, rules and regulations, or parts
18 thereof inconsistent with this Act are hereby repealed or modified accordingly.

19 SEC. 21. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication
20 in the *Official Gazette* or in a newspaper of general circulation.

21 Approved,