

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
First Regular Session

House Bill No. 4989



Introduced by Representative Gabriel H. Bordado, Jr.

EXPLANATORY NOTE

In improving the quality of education in the country, it is important that the teaching profession be open to many brilliant, competent, and qualified individuals regardless of their sex, family background, or gender orientation.

Teachers are well respected members of the society, as they are the pillars of education and the role models the Filipino youth look up to. Factors such as their family set-up or their gender orientation, however, does not affect their ability to be great educators and exemplary role models for the young.

However, there are still instances when otherwise qualified applicants get passed over for teaching opportunities for being part of the Lesbian Gay Bisexual and Transexual (LGBT) community or for being a solo, unwed parent. This limits their employment opportunities, when in fact, the State should be safeguarding their right to gainful employment.

This Act, which had been previously filed in the 17th Congress by Rep. Salvador Belaro, seeks to protect teachers and teaching applicants from discrimination based on sex, status, family set-up, and gender orientation and to provide penalties for its violation.


GABRIEL H. BORDADO, JR.
3rd District, CAMARINES SUR

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
First Regular Session

House Bill No. 4989

Introduced by Representative Gabriel H. Bordado, Jr.

AN ACT PROHIBITING DISCRIMINATION OF TEACHERS WHO ARE UNWED MOTHERS, SINGLE PARENTS AND MEMBERS OF THE LGBT COMMUNITY

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

SECTION 1. Short Title. - This Act shall be known as the "Teacher's Non-Discrimination Act of 2022"

SEC. 2. Declaration of State Policy. - The State recognizes the right of every citizen to seek productive employment in our country regardless of one's gender, civil status, physical condition, sexual orientation, religion or belief.

SEC. 3. Scope. This Act shall cover all teachers and all applicants for a teaching position, in all schools in the country.

SEC. 4. All schools in the country are prohibited from denying admission to a teaching position of an otherwise qualified applicant on the sole ground that said applicant is an unwed mother, a single parent or a member of the Lesbian Gay Bisexual and Transexual (LGBT) community.

SEC. 5. All schools are likewise prohibited from discriminating against their teachers who are unwed mothers, single parents or a member of the LGBT community.

SEC. 6. a) Any person found violating Section 4 or 5 of this Act shall be meted the penalty of Six (6) months imprisonment, and a fine ranging from Fifty Thousand pesos (Php50,000.00) to One Hundred Thousand pesos (Php100,000.00). b) The President or owner of the school, in case he is not the direct perpetrator of discrimination shall be meted the same penalty as the person who directly committed such discrimination. c) The prosecution for any violation of this Act shall be without prejudice to the liability that may be imposed under the Revised Penal Code and other special laws.

SEC. 7. Implementing Rules and Regulations, - The Department of Education (DepEd), in consultation with the Department of Justice (DOJ), shall promulgate the necessary rules and regulations for the effective implementation of the provisions of this Act.

SEC. 8. Separability Clause. - If any provision of this Act is declared invalid or unconstitutional, other provisions hereof which are not affected thereby shall remain in full force and effect.

SEC. 9. Repealing Clause. - All laws, orders, decrees, rules and regulations, and other parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

SEC. 10. Effectivity. - This Act shall take effect fifteen (15) days from complete publication in the Official Gazette or in a newspaper of general circulation.

Approved,