

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

EIGHTEENTH CONGRESS  
First Regular Session

House Bill No. 2266



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Introduced by **Rep. LAWRENCE LEMUEL H. FORTUN**

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**EXPLANATORY NOTE**

This bill seeks to amend Republic Act No. 9262, otherwise known as the Anti-Violence Against Women and Their Children Act of 2004, in cognizance of the vulnerability of children and women in this present age of remarkably fast-paced information technology and social media.

The utilization of modern information technology to connect peoples of the world via computers, mobile phones and other gadgets has been of enormous contribution to the progress and development of any country today. This technological advancement has made communications and the spread of information expeditious, effortless and literally at anybody's fingertips. Regrettably, however, while it has its exceptionally wide-ranging advantages, the same can also have devastating impact if employed as a means of violence and abuse. The sad fact is it has been conveniently resorted to by unscrupulous individuals and groups in perpetrating abuse of, and violence against, women and children. These nefarious activities using information technology as a tool have become alarmingly prevalent today.

Countless women and children have become victims of perverse recording and photography of private activities or their private parts and the reproduction and distribution of such contents that are sexual, malicious or predatory in character. Violence against women and children has profound and lasting impact on their physical and psychological well-being. It has been found that many develop depression, anxiety and post-traumatic stress disorders as a result of such violence and abuse.

The child is equally, if not most vulnerable, to these forms of violence and abuse. According to a study of the World Health Organization, one single occurrence of sexual aggression is sufficient to create long-lasting negative effects, especially if the child-victim does not subsequently receive immediate intervention and appropriate support.<sup>1</sup> Like violence against women in the family, child abuse often continues for many years and its disabling effects can carry over into adult life.<sup>2</sup> As technology is woven in the fabric of our daily lives, any form of misuse to cause assault, especially against the weak and the vulnerable, should be effectively addressed by dynamic and evolving legislation.

This measure aims to be responsive to the demands of the time in the advent of swift technological developments. The bill seeks to institute concrete policies and mechanisms to prevent the proliferation of any and all forms of electronic violence against women and children and provide legal leverage and protection to victims thereof by clearly defining this form of violence in our legal system and imposing severe penalties therefor.

This bill was approved on Third and Final Reading by the House of Representatives in the 17<sup>th</sup> Congress. It is prayed that in the 18<sup>th</sup> Congress, measure finally gets enacted into law.

In view of the foregoing considerations, approval of this bill is most earnestly sought.

  
**REP. LAWRENCE LEMUEL H. FORTUN**  
1<sup>st</sup> District of Agusan del Norte

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<sup>1</sup> World Health Organization. (n.d.). (Rep.). Retrieved from <https://www.who.int/gender/violence/v8.pdf>



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**2266**

House Bill No. \_\_\_\_\_

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Introduced by **Rep. LAWRENCE LEMUEL H. FORTUN**

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**AN ACT**  
**DEFINING ELECTRONIC VIOLENCE AGAINST WOMEN AND THEIR**  
**CHILDREN, PROVIDING PROTECTIVE MEASURES, AND PRESCRIBING**  
**PENALTIES FOR VIOLATIONS THEREOF, AMENDING FOR THE PURPOSE**  
**REPUBLIC ACT NO. 9262, OTHERWISE KNOWN AS THE “ANTI-VIOLENCE**  
**AGAINST WOMEN AND THEIR CHILDREN ACT OF 2004”**

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

**Section 1.** Section 1 of Republic Act No. 9262, otherwise known as the “Anti-Violence Against Women and Their Children Act of 2004”, is hereby amended to read as follows:

“SECTION 1. *Short Title.* – This Act shall be known as the “**EXPANDED** Anti-Violence Against Women and Their Children [Act of 2004] (E-VAWC) ACT”.

**Section 2.** Section 3, paragraph (a) of Republic Act No. 9262, otherwise known as the “Anti-Violence Against Women and Their Children Act of 2004” is hereby amended to read as follows:

“SEC. 3. *Definition of Terms.* – xxx

“(a) xxx

“(A) xxx

“(B) xxx

“(C) “*Psychological violence*” refers to acts or omissions **THAT MAY BE COMMITTED THROUGH PHYSICAL, VERBAL, EMOTIONAL, ELECTRONIC OR INFORMATION COMMUNICATION TECHNOLOGY (ICT)-RELATED MEANS, OR OTHER MEANS** causing or likely to cause mental or emotional suffering of [the victim] **A WOMAN AND HER CHILDREN** such as [but not limited to] intimidation, harassment, stalking, damage to property, public ridicule or humiliation, [repeated] verbal abuse and marital infidelity. It includes **THE ACT OF** causing or [allowing the victim] **COERCING A WOMAN AND HER CHILDREN** to witness the physical, sexual or psychological abuse of a member of the family to which the [victim] **WOMAN AND HER CHILDREN** belong[s], or to witness pornography in any form or to witness abusive injury to pets or to unlawful deprivation of the right to custody and/or visitation of common children.

“(D) xxx

“(E) “**ELECTRONIC OR ICT-RELATED VIOLENCE**” REFERS TO ANY ACT OR OMISSION INVOLVING THE USE OR EXPLOITATION OF DATA OR ANY FORM OF INFORMATION AND COMMUNICATIONS TECHNOLOGY WHICH CAUSES OR IS LIKELY TO CAUSE MENTAL, EMOTIONAL, OR PSYCHOLOGICAL DISTRESS OR SUFFERING TO THE WOMAN AND HER CHILDREN, TO INCLUDE THE FOLLOWING:

“(1) **UNAUTHORIZED RECORDING, REPRODUCTION, DISTRIBUTION, USE, SHARING OR UPLOADING OF ANY PHOTOGRAPH,**



41 VIDEO, OR OTHER FORM OF ELECTRONIC AND/OR ARTISTIC  
42 PRESENTATION SHOWING OR DEPICTING IN ANY FORM OF ELECTRONIC  
43 AND/OR ARTISTIC PRESENTATION SHOWING OR DEPICTING IN ANY  
44 FORM OR MANNER THE GENITALIA OF A WOMAN AND THOSE OF HER  
45 CHILDREN'S GENITALIA, PUBIC AREA, BUTTOCKS, BREASTS,  
46 EXCRETORY BODY PART OR FUNCTION, NUDITY, SCENES WITH SEXUAL  
47 CONTEXT OR POTRAYAL OF SEXUAL CONDUCT SUCH AS SEXUAL  
48 INTERCOURSE, MASTURBATION, KISSING, CARESSING, HUGGING, AND  
49 PETTING;

50       “(2) UNAUTHORIZED RECORDING, REPRODUCTION,  
51 DISTRIBUTION, USE, SHARING OR UPLOADING OF ANY PHOTOGRAPH,  
52 VIDEO, OR ANY OTHER FORM OF ELECTRONIC AND/OR ARTISTIC  
53 PRESENTATION EXHIBITING ANY SEXUALLY-RELATED VERBAL OR  
54 NONVERBAL EXPRESSION OR GESTURE OF THE WOMAN AND HER  
55 CHILDREN WHICH MAY BE CONSTRUED AS LEWD, INDECENT OR  
56 OBSCENE;

57       “(3) UNAUTHORIZED RECORDING, REPRODUCTION,  
58 DISTRIBUTION, USE, SHARING OR UPLOADING OF ANY PHOTOGRAPH,  
59 VIDEO, OR ANY OTHER FORM OF ELECTRONIC OR ARTISTIC  
60 PRESENTATION DEPICTING ANY PURPORTED VIOLENT OR ERRANT  
61 BEHAVIOUR OF THE WOMAN AND HER CHILDREN, OR THE USE OF  
62 INTOXICATING OR PROHIBITED SUBSTANCES OR DRUGS;

63       “(4) ANY SIMILAR RECORDING, REPRODUCTION, DISTRIBUTION,  
64 USE, SHARING OR UPLOADING OF ANY AUDIO PRESENTATION AND  
65 DATA, INCLUDING SOUND CLIPS OF THE SAME NATURE AS THOSE  
66 ENUMERATED IN SUBSECTION (a) E. 1-3;

67       “(5) UNATHORIZED USE OF A PHOTOGRAPH, VIDEO, VOICE  
68 RECORDING, NAME OR ANY MARK, REFERENCE OR CHARACTER  
69 IDENTIFIABLE WITH A WOMAN AND HER CHILDREN AND SUGGESTIVE  
70 OF A WRONGDOING, CONDUCT OR ATTRIBUTE THAT TENDS TO  
71 BESMIRCH THE REPUTATION OF THE WOAMN AND HER CHILDREN;

72       “(6) HARASSING, INTIMIDATING, COERCING, THREATENING OR  
73 VILLIFYING THE WOMAN AND HER CHILDREN THROUGH TEXT  
74 MESSAGING OR OTHER CYBER, ELECTRONIC, OR MULTIMEDIA  
75 TECHNOLOGY;

76       “(7) STALKING, INCLUDING THE HACKING OF PERSONAL  
77 ACCOUNTS ON SOCIAL NETWORKING SITES AND THE USE OF LOCATION  
78 DATA FROM ELECTRONIC DEVICES;

79       “(8) FABRICATION OF FAKE INFORMATION OR NEWS THROUGH  
80 TEXT MESSAGING OR OTHER CYBER, ELECTRONIC, OR MULTIMEDIA  
81 TECHNOLOGY; AND

82       “(9) CREATION OF FAKE SOCIAL MEDIA ACCOUNTS USING AN  
83 ALIAS OR A DIFFERENT INDIVIDUAL'S PERSONAL INFORMATION WITH  
84 ILL INTENT AND MALICE, TO SOW INTRIGUE OR INFLICT HARM.”

85  
86 **Section 3.** Section 5 of Republic Act No. 9262 is hereby amended to read as follows:

87       “SEC. 5. *Acts of Violence Against women and Their Children.* – xxx

88  
89       “(a) xxx

90       “(b) xxx

91       “(c) xxx

92       “(d) xxx

93       “(e) xxx

94       “(f) xxx

95       “(g) xxx

96       “(h) xxx

97       “(i) xxx



98 “(1) xxx  
99 “(2) xxx  
100 “(3) xxx  
101 “(4) Destroying the property and personal belongings or inflicting harm to animals  
102 or pets of the woman [or] **AND** her child; [and]  
103 “(5) xxx

104  
105 “(6) **UNAUTHORIZED RECORDING, REPRODUCING OR**  
106 **DISTRIBUTING OF VIDEOS WHICH ARE SHOWING THE WOMAN AND HER**  
107 **CHILDREN’S NAKED OR IN THEIR UNDERGARMENT CLAD GENITALS,**  
108 **PUBIC AREA, BUTTOCKS OR BREASTS;**

109 “(7) **SHARING WITHOUT THE CONSENT OF A WOMAN AND HER**  
110 **CHILDREN, ANY MEDIA THAT CONTAIN PICTURES, VOICE RECORDING**  
111 **OR VIDEO FO THE WOMAN AND HER CHILDREN WHICH MAY BE**  
112 **CONSTRUED AS LEWD, INDECENT OR OF SEXUAL CONTENT; AND**

113 “(8) **USING THE PICTURE, VIDEO, VOICE NAME OR ANY OTHER**  
114 **ASPECT OF THE IDENTITY OF A WOMAN AND HER CHILDREN WITHOUT**  
115 **PERMISSION AND FOR MALICIOUS PURPOSES INCLUDING BUT NOT**  
116 **LIMITED TO PORNOGRAPHY, AND OTHER VIOLATIONS STIPULATED IN**  
117 **REPUBLIC ACT NO. 10175, OTHERWISE KNOWN AS THE “CYBER CRIME**  
118 **PREVENTION ACT OF 2012”.**

119 “(i) xxx  
120 (J) **INFLECTING ELECTRONIC VIOLENCE AGAINST A WOMAN AND**  
121 **HER CHILDREN; AND**

122 “(K) **THREATENING TO CAUSE ELECTRONIC VIOLENCE AGAINST A**  
123 **WOMAN AND HER CHILDREN.”**  
124

125 **Section 4.** Section 6 of Republic Act No. 9262 is hereby amended to read as  
126 follows:

127 “**SEC. 6. Penalties. – xxx**

128 “(a) xxx

129 “(b) xxx

130 “(c) xxx

131 “(d) xxx

132 “(e) xxx

133 “(f) xxx

134 “(G) **ACTS FALLING UNDER SECTION 5(J) AND 5(K) SHALL BE**  
135 **PUNISHED BY PRISION MAYOR.**

136 “If the acts committed while the woman or child is pregnant or committed in the  
137 presence of her child, the penalty to be applied shall be maximum period of penalty  
138 prescribed in this section.

139 “In addition to imprisonment, the perpetrator shall (a) pay a fine in the amount of  
140 not less than [One] **THREE** hundred thousand pesos ([P100,000.00] P300,000.00) but not  
141 more than [Three] **FIVE** hundred thousand pesos ([P300,000.00] P500,000.00) but  
142 **PROVIDED, THAT, IN CASES INVOLVING ELECTRONIC OR ICT-RELATED**  
143 **VIOLENCE, THE FINE THAT MAY BE IMPOSED SHALL NOT BE LESS THAN**  
144 **THREE HUNDRED THOUSAND PESOS (P300,000.00) BUT NOT MORE THAN**  
145 **FIVE HUNDRED THSOUAND PESOS (P500,000.00); AND (b) undergo mandatory**  
146 **psychological counseling or psychiatric treatment and shall report compliance to the court.”**  
147

148 **Section 5.** Section 7 of Republic Act No. 9262 is hereby amended to read as  
149 follows:

150 “**SEC. 7 Venue. –** The Regional Trial Court designated as a Family Court shall have  
151 original and exclusive jurisdiction over cases of violence against women and their children  
152 under this law. In the absence of such court in the place where the offense was committed,  
153 the case shall be filed in the Regional Trial Court where the crime or any of its elements  
154 was committed at the option of the complainant. **IN CASES OF ELECTRONIC OR**

155 ICT-RELATED VIOLENCE, THE CASE MAY BE FILED IN THE PLACE  
156 WHERE THE COMPLAINANT RESIDED AT THE TIME THE WOMAN AND  
157 HER CHILDREN LEARNED OF THE COMISSION OF THE OFFENSE.”

158  
159 **Section 6.** Section 8 of Republic Act No. 9262 is hereby amended to read as  
160 follows:

161 “SEC. 8. *Protection Orders.* – xxx

162 “(a) xxx

163 “(b) xxx

164 “(c) xxx

165 “(d) xxx

166 “(e) xxx

167 “(f) xxx

168 “(g) xxx

169 “(h) xxx

170 “(i) xxx

171 “(j) xxx; [and]

172 “(k) xxx [.]; AND

173 “(L) FOR E-VAWC CASES, ORDERING THE IMMEDIATE BLOCKING,  
174 BLACKLISTING, REMOVAL, OR SHUTDOWN OF ANY UPLOAD, PROGRAM,  
175 OR APPLICATION THAT CAUSES OR TENDS TO CAUSE VIOLENCE  
176 AGAINST A WOMAN AND HER CHILDREN. FAILURE OF THE INTERNET  
177 SERVICE PROVIDERS TO COOPERATE WITH LAW ENFORCEMENT  
178 AGENICES CONSTITUTES THE CRIME OF OBSTRUCTION OF JUSTICE.  
179 THE DUTIES OF THE INTERNET SERVICE PROVIDERS AS PROVIDED FOR  
180 UNDER SECTION 9 OF REPUBLIC ACT NO. 9775, OTHERWISE KNOWN AS  
181 THE ‘ANTI-CHILD PORNOGRAPHY ACT OF 2009’ SHALL BE APPLICABLE.

182 “xxx”

183  
184 **Section 7.** Section 24 of Republic Act No. 9262 is hereby amended to read as  
185 follows:

186 “SEC. 24. *Prescriptive Period.* – Acts falling under Sections 5(a) to 5(f) shall  
187 prescribe in twenty (20) years. Acts falling under Section 5(g) to 5(i) shall prescribe in ten  
188 (10) years. **ACTS FALLING UNDER SECTION 5(J) AND 5(K) SHALL**  
189 **PRESCRIBE IN FIFTEEN (15) YEARS.”**

190  
191 **Section 8.** Section 39 of Republic Act No. 9262 is hereby amended to read as  
192 follows:

193 “SEC. 39. *Inter-Agency Council on Violence Against Women and Their Children*  
194 *(IAC-VAWC.)*- xxx

195 “(a) xxx

196 “(b) [National Commission on the Role of Filipino Women (NCRFW)]  
197 **PHILIPPINE COMMISSION ON WOMEN (PCW);**

198 “(c) xxx

199 “(d) xxx

200 “(e) xxx

201 “(f) xxx

202 “(g) xxx

203 “(h) xxx

204 “(i) xxx

205 “(j) xxx

206 “(k) xxx; and

207 “(l) xxx[.];

208 “(M) **MOVIE AND TELEVISION REVIEW AND CLASSIFICATION**  
209 **BOARD (MTRCB);**

210 “(N) **DEPARTMENT OF SCIENCE AND TECHNOLOGY (DOST);**

211 “(O) **NATIONAL TELCOMMUNICATIONS COMMISSION (NTC);**



212 “(P) DEPARTMENT OF INFORMATION AND COMMUNICATION  
213 TECHNOLOGY (DICT);

214 “(Q) DEPARTMENT OF FOREIGN AFFAIRS (DFA);

215 “(R) COMMISSION ON FILIPINOS OVERSEAS (CFO); AND

216 “(S) TWO (2) REPRESENTATIVES FROM CIVIL SOCIETY  
217 ORGANIZATIONS (CSOs) WITH PROVEN TRACK RECORD OF  
218 INVOLVEMENT IN THE PREVENTION AND ELIMINATION OF VIOLENCE  
219 AGAINST WOMEN AND THEIR CHILDREN (VAWC) WHO SHALL BE  
220 CHOSEN BY THE GOVERNMENT AGENCY REPRESENTATIVE OF THE  
221 COUNCIL TO SERVE A TERM OF THREE (3) YEARS.

222 “xxx.”  
223

224 **Section 9.** Section 40 of Republic Act No. 9262 is hereby amended to read as  
225 follows:

226 “SEC. 40. *Mandatory Programs and Services for [Victims]* **WOMEN AND**  
227 **THEIR CHILDREN.** - The DSWD, and LGUs shall provide the [victims] **WOMEN**  
228 **AND THEIR CHILDREN** temporary shelters, provide counseling, psycho-social  
229 services and/or[.] recovery, rehabilitation programs, and livelihood assistance.

230 “The DOH shall provide medical assistance to [victims] **WOMEN AND THEIR**  
231 **CHILDREN.**

232 “THE DSWD, LGUs AND DOH SHALL ENSURE THAT ALL RECORDS  
233 OF A WOMAN AND HER CHILDREN OBTAINED IN CONNECTION WITH  
234 THE PROVISIONING OF SUCH SERVICES BY THE AGENCIES SHALL BE  
235 HELD CONFIDENTIAL UNLESS THERE IS A COURT ORDER AUTHORIZING  
236 THE RELEASE OF ANY INFORMATION OR DATA.

237 “THE DOJ SHALL ESTABLISH AND ADMINISTER AN IDENTITY AND  
238 LOCATION CONFIDENTIALITY PROGRAM TO BE REFERRED TO AS THE  
239 ‘PROGRAM’, WHICH SHALL ENSURE THE PROTECTION AND SAFETY OF  
240 WOMEN AND THEIR CHILDREN BY PROVIDING THEM WITH A  
241 SUBSTITUTE ADDRESS TO BE USED WHEN INTERACTING WITH  
242 GOVERNMENT AGENCIES AND A NEW MAILING ADDRESS TO KEEP  
243 THEIR ACTUAL WHEREABOUTS CONFIDENTIAL AND FREE FROM THE  
244 RISK OF DISCOVERY BY THIRD PARTIES. THE PROGRAM SHALL CATER  
245 TO WOMEN AND THEIR CHILDREN WHO INTEND TO ESTABLISH A NEW  
246 RESIDENCE OR THOSE WHO HAVE ALREADY RELOCATED TO ANOTHER  
247 PLACE UNKNOWN TO THEIR ASSAILANTS OR ABUSERS WHO MAY USE  
248 PUBLIC RECORDS TO FIND THEM.

249 “ IN THIS REGARD, THE APPLICATION FOR INCLUSION IN THE  
250 PROGRAM AS WELL AS OTHER SUPPORTING DOCUMENTS SUBMITTED  
251 BY WOMEN AND THEIR CHILDREN SHALL NOT BE CONSIDERED AS  
252 PUBLIC RECORD AND SHALL BE KEPT CONFIDENTIAL BY THE DOJ AND  
253 SHALL ONLY BE RELEASED UPON THE ORDER OF THE COURT.

254 “ANY OFFICIAL OR EMPLOYEE WHO WILLFULLY BREACHES THE  
255 CONFIDENTIALITY OF THESE RECORDS OR WILLFULLY DISCLOSES THE  
256 NAME, RESIDENTIAL OR MAILING ADDRESS OF A WOMAN AND HER  
257 CHILDREN IN VIOLATION OF THIS PROVISION, SHALL SUFFER THE  
258 PENALTY OF ONE (1) YEAR IMPRISONMENT AND A FINE OF NOT LESS  
259 THAN THREE HUNDRED THOUSAND PESOS (P300,000.00) BUT NOT MORE  
260 THAN FIVE HUNDRED THOUSAND PESOS (P500,000.00).”  
261

262 **Section 10.** Section 43 of Republic Act NO. 9262 is hereby amended to read as  
263 follows:

264 “SEC. 43. *[Entitlement to Leave.* – Victims under this Act shall be entitled to take  
265 a paid leave of absence up to ten (10) days in addition to the paid leaves under the Labor  
266 Code and Civil Service Rules and Regulations extendible when the necessity arises as  
267 specified in the protection order.



268 "Any employer who shall prejudice the right of the person under this section shall  
269 be penalized in accordance with the provisions of the Labor code and the Civil Service  
270 Rules and Regulations. Likewise, and employer who shall prejudice any person for  
271 assisting a co-employee who is a victim under this Act shall likewise be liable for  
272 discrimination.] **TEN (10)-DAY PAID LEAVE IN ADDITION TO OTHER LEAVE**  
273 **BENEFITS. – DURING THE APPLICATION OF ANY PROTECTION ORDER,**  
274 **INVESTIGATION, PROSECUTION, AND/OR TRIAL OF THE CRIMINAL**  
275 **CASE, A VICTIM OF E-VAWC WHO IS EMPLOYED SHALL BE ENTITLED TO**  
276 **PAID LEAVE OF UP TO TEN (10) DAYS IN ADDITION TO OTHER PAID**  
277 **LEAVES UNDER THE LABOR CODE, CIVIL SERVICE RULES AND**  
278 **REGULATIONS AND OTHER EXISTING LAWS AND COMPANY POLICIES,**  
279 **EXTENDIBLE WHEN THE NECESSITY ARISES AS SPECIFIED IN THE**  
280 **PROTECTION ORDER. THE PUNONG BARANGAY/KAGAWAD, PNP**  
281 **WOMEN'S AND CHILDREN'S DESKS OR PROSECUTOR OR THE CLERK OF**  
282 **COURT, PHYSICIANS, SOCIAL WORKERS, AND LICENSED COUNSELORS**  
283 **AS THE CASE MAY BE, SHALL ISSUE A CERTIFICATION, AT NO COST TO**  
284 **THE WOMAN, THAT SUCH IS PENDING UNDER THEIR JURISDICTION.**  
285 **THIS CERTIFICATION SHALL BE THE ONLY REQUIREMENT FOR THE**  
286 **EMPLOYER TO GRANT THE TEN (10)-DAY PAID LEAVE APPLICATION.**  
287 **FOR GOVERNMENT EMPLOYEES, IN ADDITION TO THE**  
288 **AFOREMENTIONED CERTIFICATION, THE EMPLOYEE CONCERNED**  
289 **MUST FILE AN APPLICATION FOR LEAVE, CITING THIS ACT. THE**  
290 **ADMINISTRATIVE ENFORCEMENT OF THIS SHALL BE CONSIDERED**  
291 **WITHIN THE JURISDICTION OF THE REGIONAL DIRECTOR OF THE**  
292 **DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE) UNDER ARTICLE**  
293 **129 OF THE LABOR CODE OF THE PHILIPPINES, AS AMENDED, FOR**  
294 **EMPLOYEES IN THE PRIVATE SECTOR, AND THE CIVIL SERVICE**  
295 **COMMISSION (CSC), FOR GOVERNMENT EMPLOYEES.**

296 "THE AVAILMENT OF THE TEN (10)-DAY LEAVE OF ABSENCE SHALL BE  
297 AT THE OPTION OF THE WOMAN EMPLOYEE, AND IT SHALL COVER THE  
298 DAYS THAT SHE HAS TO ATTEND TO MEDICAL, LEGAL AND OTHER  
299 VALID CONCERNS RELATED TO THE PENDING CASE. LEAVES NOT  
300 AVAILABLE ARE NONCUMULATIVE AND NOT CONVERTIBLE TO CASH.

301 "THE IMMEDIATE SUPERIOR OF THE PERSON APPLYING FOR A  
302 TEN (10) DAY PAID LEAVE MUST APPROVE THE APPLICATION ON THE  
303 SAME OF APPLICATION. IF THE IMMEDIATE SUPERIOR IS UNAVAILABLE  
304 TO ACT ON THE APPLICATION SHALL BE ACTED UPON BY ANY  
305 AVAILABLE SENIOR OFFICIAL OF THE PRIVATE COMPANY OR  
306 GOVERNMENT AGENCY.

307 "ALL PRIVATE COMPANIES AND GOVERNMENT AGENCIES SHALL  
308 RECORD ALL APPLICATIONS FOR LEAVE IN A LOGBOOK SPECIFICALLY  
309 FOR CASES OF VAWC. THEY SHALL SUBMIT A QUARTERLY REPORT ON  
310 ALL APPLICATION FILED TO THE REGIONAL DIRECTOR OF THE DOLE  
311 FOR EMPLOYEES OF THE PRIVATE SECTOR, AND THE CSC, FOR  
312 GOVERNMENT EMPLOYEES.

313 "FAILURE TO ACT ON AN APPLICATION FOR A TEN (10)-DAY PAID  
314 LEAVE OF ABSENCE WITHIN THE GIVEN PERIOD WITHOUT JUSTIFIABLE  
315 CAUSE SHALL RENDER THE IMMEDIATE SUPERIOR OR SENIOR  
316 OFFICIAL ADMINISTRATIVELY LIABLE, AND THE PENALTY OF  
317 SUSPENSION FOR FIFTEEN (15) DAYS SHALL BE IMPOSED UPON THE  
318 OFFICIAL. AN ADMINISTRATIVE COMPLAINT AGAINST THE IMMEDIATE  
319 SUPERIOR OR SENIOR OFFICIAL FOR FAILURE TO PERFORM ONE'S  
320 DUTIES CAN BE FILED BY A VICTIM-SURVIVOR WITH THE REGIONAL  
321 DIRECTOR OF THE DOLE FOR EMPLOYEES OF THE PRIVATE SECTOR,  
322 AND THE CSC, FOR GOVERNMENT EMPLOYEES, FOR GROSS NEGLECT OF  
323 DUTY OR MALFEASANCE.



324 "THE IMMEDIATE SUPERIOR OR SENIOR OFFICIAL WHO DENIES  
325 THE APPLICATION FOR LEAVE, AND WHO SHALL PREJUDICE THE  
326 VICTIM-SURVIVOR OR ANY PERSON FOR ASSISTING A CO-EMPLOYEE  
327 WHO IS A VICTIM-SURVIVOR UNDER THIS ACT SHALL BE LIABLE FOR A  
328 FINE NOT EXCEEDING TEN THOUSAND PESOS (P10,000.00) AND  
329 SUSPENSION FOR THIRTY (30) DAYS FOR DISCRIMINATION AND  
330 VIOLATION OF THIS ACT.

331 "ANY SENIOR OFFICIAL, INCLUDING THE HEAD OF THE AGENCY,  
332 WHO HAS KNOWLEDGE OF, BUT FAILS TO ACT ON, OR HAS IN ANY WAY  
333 INFLUENCED THE DENIAL OF THE IMMEDIATE SUPERIOR TO GRANT  
334 LEAVE TO A VICTIM-SURVIVOR SHALL BE HELD ADMINSTRATIVELY  
335 LIABLE AND SHALL BE SUSPENDED FOR FIFTEEN (15) DAYS."

336  
337 *Section 11. Separability Clause.* - If any portion or provision of this Act is held  
338 unconstitutional or invalid, the remaining portions or provisions shall not be affected.

339  
340 *Section 12. Repealing Clause.* - All laws, decrees, executive orders and rules and  
341 regulations, or parts thereof, inconsistent with the provisions of this Act are hereby repealed  
342 or modified accordingly.

343  
344 *Section 13. Effectivity.*- This Act shall take effect fifteen (15) days after its  
345 publication after its publication in the Official Gazette or in a newspaper of general  
346 circulation.

347  
348 Approved,  
349