

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1451

HOUSE OF REPRESENTATIVES

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Introduced by Representative Salvador B. Belaro, Jr.

EXPLANATORY NOTE

This Act seeks to prohibit the discrimination of teaching applicants and teachers who are unwed mothers, single parents and members of the Lesbian Gay Bisexual and Transexual (LGBT) Community and to provide penalties for its violation.

While we usually hold our teachers in great esteem considering their noble role in educating our citizenry, it is oftentimes forgotten that they are also human beings who are susceptible to occasional imperfection just like anybody else.

In situations such as an otherwise qualified teacher or teaching applicant becomes an unwed mother or a single parent, she deserves not the perceived ignominy of her condition that society is inclined to cast upon her but the assistance of the State so that she could continue becoming an otherwise effective member of the teaching profession.

The same could be said of teachers and teaching applicants who are members of the LGBT. They also deserve the assistance of the State so that they would not suffer discrimination on account of their sexual orientation.


ATTY. SALVADOR B. BELARO, JR.

Representative
1-Ang Edukasyon Party List

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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 2016.”

SEC. 2. *Declaration of 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 after its publication in the *Official Gazette* or in two (2) newspapers of general circulation.

Approved.