



HOUSE OF REPRESENTATIVES

H. No. 5869

BY REPRESENTATIVES BROSAS, CASTRO (F.L.), ELAGO, CULLAMAT, ZARATE, GAITE, FORTUN, TAMBUNTING, RODRIGUEZ, TAN (A.S.), DY (F.), DY (F.M.C.), ROMAN, ACOSTA-ALBA, LABADLABAD, ARROYO, RADAZA, LIMKAICHONG, BAÑAS-NOGRALES, SAULOG, NOGRALES (J.F.F.) AND AGLIPAY, PER COMMITTEE REPORT No. 158

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'."

SEC. 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.* – x x x (a) x x x

"A. x x x

"B. x x x

"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 or unwanted deprivation of the right to custody and/or visitation of common children.

"D. x x x

"E. 'ELECTRONIC VIOLENCE 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, INCLUDING THE FOLLOWING:

“(1) UNAUTHORIZED RECORDING, REPRODUCTION, DISTRIBUTION, USE, SHARING OR UPLOADING OF ANY PHOTOGRAPH, VIDEO, OR OTHER FORMS OF ELECTRONIC AND/OR ARTISTIC PRESENTATION SHOWING OR DEPICTING IN ANY FORM OR MANNER THE GENITALIA OF A WOMAN AND THOSE OF HER CHILDREN’S GENITALIA, PUBIC AREA, BUTTOCKS, BREASTS, EXCRETORY BODY PART OR FUNCTION, NUDITY, SCENES WITH SEXUAL CONTEXT OR PORTRAYAL OF SEXUAL CONDUCT SUCH AS SEXUAL INTERCOURSE, MASTURBATION, KISSING, CARESSING, HUGGING, AND PETTING;

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

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

“(4) ANY SIMILAR RECORDING, REPRODUCTION, DISTRIBUTION, USE, SHARING OR UPLOADING OF ANY AUDIO PRESENTATION AND DATA, INCLUDING SOUND

CLIPS OF THE SAME NATURE AS THOSE ENUMERATED IN SUBSECTION (a) E. (1)-(3);

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

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

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

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

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

“x x x.”

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

“SEC. 5. *Acts of Violence Against Women and Their Children.* – x x x

“(a) x x x

“(b) x x x

1 “(c) x x x

2 “(d) x x x

3 “(e) x x x

4 “(f) x x x

5 “(g) x x x

6 “(h) x x x

7 “(1) x x x

8 “(2) x x x

9 “(3) x x x

10 “(4) Destroying the property and personal
11 belongings or inflicting harm to animals or pets of the
12 woman [or] AND her child; [and]

13 “(5) x x x

14 “(6) UNAUTHORIZED RECORDING, REPRODUCING OR
15 DISTRIBUTION OF VIDEOS WHICH SHOW THE WOMAN AND
16 HER CHILDREN NAKED OR IN UNDERGARMENT CLAD
17 GENITALS, PUBIC AREA, BUTTOCKS OR BREASTS;

18 “(7) SHARING WITHOUT THE CONSENT OF A
19 WOMAN AND HER CHILDREN, ANY MEDIA THAT CONTAINS
20 PICTURES, VOICE RECORDING OR VIDEO OF THE WOMAN
21 AND HER CHILDREN WHICH MAY BE CONSTRUED AS
22 LEWD, INDECENT OR OF SEXUAL CONTENT; AND

23 “(8) USING THE PICTURES, VIDEO, VOICE NAME OR
24 ANY OTHER ASPECT OF THE IDENTITY OF A WOMAN AND
25 ~~HER CHILDREN WITHOUT PERMISSION AND FOR~~
26 MALICIOUS PURPOSES INCLUDING PORNOGRAPHY, AND
27 OTHER VIOLATIONS STIPULATED IN REPUBLIC ACT
28 NO. 10175, OTHERWISE KNOWN AS THE ‘CYBERCRIME
29 PREVENTION ACT OF 2012’.

30 “(i) x x x

1 “(J) INFLECTING ELECTRONIC VIOLENCE
2 AGAINST A WOMAN AND HER CHILDREN; AND

3 “(K) THREATENING TO CAUSE ELECTRONIC
4 VIOLENCE AGAINST A WOMAN AND HER CHILDREN.”

5 SEC. 4. Section 6 of Republic Act No. 9262 is hereby amended
6 to read as follows:

7 “SEC. 6. *Penalties.* – x x x

8 “(a) x x x

9 “(b) x x x

10 “(c) x x x

11 “(d) x x x

12 “(e) x x x

13 “(f) x x x

14 “(G) ACTS FALLING UNDER SECTION 5(J) AND
15 5(K) SHALL BE PUNISHED BY *PRISION MAYOR*.

16 “If the acts are committed while the woman or
17 child is pregnant or committed in the presence of [her]
18 THE WOMAN’S child, the penalty to be applied shall be the
19 maximum period of penalty prescribed in this section.

20 “In addition to imprisonment, the perpetrator shall
21 (a) pay a fine in the amount of not less than [One] THREE
22 hundred thousand pesos ([P100,000.00]P300,000.00)
23 but not more than [Three] FIVE hundred thousand pesos

24 ([P300,000.00]P500,000.00)[:]; *PROVIDED, THAT, IN*
25 *CASES OF ELECTRONIC OR ICT-RELATED VIOLENCE, THE*
26 *FINE THAT MAY BE IMPOSED SHALL NOT BE LESS THAN*
27 *THREE HUNDRED THOUSAND PESOS (P300,000.00) BUT*
28 *NOT MORE THAN FIVE HUNDRED THOUSAND PESOS*

1 (P500,000.00); AND (b) undergo mandatory
2 psychological counseling or psychiatric treatment and
3 shall report compliance to the court.”

4 SEC. 5. Section 7 of Republic Act No. 9262 is hereby amended
5 to read as follows:

6 “SEC. 7. *Venue.* – The Regional Trial Court
7 designated as a Family Court shall have original and
8 exclusive jurisdiction over cases of violence against
9 women and their children under this law. In the absence
10 of such court in the place where the offense was
11 committed, the case shall be filed in the Regional Trial
12 Court where the crime or any of its elements was
13 committed at the option of the complainant. IN CASES OF
14 ELECTRONIC OR ICT-RELATED VIOLENCE, THE CASE
15 MAY BE FILED IN THE PLACE WHERE THE WOMAN AND
16 HER CHILDREN RESIDED AT THE TIME THEY LEARNED OF
17 THE COMMISSION OF THE OFFENSE.”

18 SEC. 6. Section 8 of Republic Act No. 9262 is hereby amended
19 to read as follows:

20 “SEC. 8. *Protection Orders.* – x x x

21 “(a) x x x

22 “(b) x x x

23 “(c) x x x

24 “(d) x x x

25 “(e) x x x

26 “(f) x x x

27 “(g) x x x

28 “(h) x x x

29 “(i) x x x

1 “(j) x x x; [and]

2 “(k) x x x[.]; AND

3 “(L) FOR E-VAWC CASES, ORDERING THE
4 IMMEDIATE BLOCKING, BLACKLISTING, REMOVAL, OR
5 SHUTDOWN OF ANY UPLOAD, PROGRAM, OR APPLICATION
6 THAT CAUSES OR TENDS TO CAUSE VIOLENCE AGAINST A
7 WOMAN AND HER CHILDREN. FAILURE OF AN INTERNET
8 SERVICE PROVIDER TO COOPERATE WITH LAW
9 ENFORCEMENT AGENCIES SHALL CONSTITUTE THE
10 CRIME OF OBSTRUCTION OF JUSTICE. THE DUTIES OF AN
11 INTERNET SERVICE PROVIDER AS PROVIDED FOR UNDER
12 SECTION 9 OF REPUBLIC ACT NO. 9775, OTHERWISE
13 KNOWN AS THE ‘ANTI-CHILD PORNOGRAPHY ACT OF
14 2009’ SHALL BE APPLICABLE.”

15 SEC. 7. Section 24 of Republic Act No. 9262 is hereby amended
16 to read as follows:

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

23 SEC. 8. Section 39 of Republic Act No. 9262 is hereby amended
24 to read as follows:

25 “SEC. 39. *Inter-Agency Council on Violence*
26 *Against Women and Their Children (IAC-VAWC).* –
27 x x x
28 “(a) x x x

1 “(b) [National Commission on the Role of Filipino
2 Women (NCRFW)] PHILIPPINE COMMISSION ON
3 WOMEN (PCW);

4 “(c) x x x

5 “(d) x x x

6 “(e) x x x

7 “(f) x x x

8 “(g) x x x

9 “(h) x x x

10 “(i) x x x

11 “(j) x x x

12 “(k) x x x; [and]

13 “(l) x x x[.];

14 “(M) MOVIE AND TELEVISION REVIEW AND
15 CLASSIFICATION BOARD (MTRCB);

16 “(N) DEPARTMENT OF SCIENCE AND
17 TECHNOLOGY (DOST);

18 “(O) NATIONAL TELECOMMUNICATIONS COMMISSION
19 (NTC);

20 “(P) DEPARTMENT OF INFORMATION AND
21 COMMUNICATIONS TECHNOLOGY (DICT);

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

23 “(R) COMMISSION ON FILIPINOS OVERSEAS
24 (CFO); AND

25 “(S) TWO (2) REPRESENTATIVES FROM CIVIL
26 SOCIETY ORGANIZATIONS (CSOs) WITH PROVEN TRACK
27 RECORD OF INVOLVEMENT IN THE PREVENTION AND
28 ELIMINATION OF VIOLENCE AGAINST WOMEN AND

1 THEIR CHILDREN (VAWC) WHO SHALL BE CHOSEN BY
2 THE GOVERNMENT AGENCY REPRESENTATIVES OF THE
3 COUNCIL TO SERVE FOR A TERM OF THREE (3) YEARS.

4 “x x x.”

5 SEC. 9. Section 40 of Republic Act No. 9262 is hereby amended
6 to read as follows:

7 “SEC. 40. *Mandatory Programs and Services for*
8 **[Victims] WOMEN AND THEIR CHILDREN.** – The DSWD,
9 and LGUs shall provide the [victims] WOMEN AND THEIR
10 CHILDREN temporary shelters, provide counseling,
11 psycho-social services and/or[,] recovery, rehabilitation
12 programs and livelihood assistance.

13 “The DOH shall provide medical assistance to
14 [victims] WOMEN AND THEIR CHILDREN.

15 “THE DSWD, LGUs AND DOH SHALL ENSURE
16 THAT ALL RECORDS OF A WOMAN AND HER CHILDREN
17 OBTAINED IN CONNECTION WITH THE PROVISIONING OF
18 SUCH SERVICES BY THE AGENCIES SHALL BE HELD
19 CONFIDENTIAL UNLESS THERE IS A COURT ORDER
20 AUTHORIZING THE RELEASE OF ANY INFORMATION OR
21 DATA.

22 “THE DOJ SHALL ESTABLISH AND ADMINISTER AN
23 IDENTITY AND LOCATION CONFIDENTIALITY PROGRAM
24 TO BE REFERRED TO AS THE ‘PROGRAM’, WHICH SHALL
25 ENSURE THE PROTECTION AND SAFETY OF WOMEN AND
26 THEIR CHILDREN BY PROVIDING THEM WITH A
27 SUBSTITUTE ADDRESS TO BE USED WHEN INTERACTING
28 WITH GOVERNMENT AGENCIES AND A NEW MAILING
29 ADDRESS WHICH KEEPS THEIR ACTUAL WHEREABOUTS
30 CONFIDENTIAL AND FREE FROM THE RISK OF DISCOVERY
31 BY THIRD PARTIES. THE PROGRAM SHALL CATER TO

1 WOMEN AND THEIR CHILDREN WHO INTEND TO
2 ESTABLISH A NEW RESIDENCE OR THOSE WHO HAVE
3 ALREADY RELOCATED TO ANOTHER PLACE UNKNOWN TO
4 THEIR ASSAILANTS OR ABUSERS WHO MAY USE PUBLIC
5 RECORDS TO FIND THEM.

6 "IN THIS REGARD, THE APPLICATION FOR
7 INCLUSION IN THE PROGRAM AS WELL AS OTHER
8 SUPPORTING DOCUMENTS SUBMITTED BY WOMEN AND
9 THEIR CHILDREN SHALL NOT BE CONSIDERED AS PUBLIC
10 RECORD AND SHALL BE KEPT CONFIDENTIAL BY THE
11 DOJ AND SHALL ONLY BE RELEASED UPON THE ORDER
12 OF THE COURT.

13 "ANY OFFICIAL OR EMPLOYEE WHO WILLFULLY
14 BREACHES THE CONFIDENTIALITY OF THESE RECORDS
15 OR WILLFULLY DISCLOSES THE NAME, RESIDENTIAL OR
16 MAILING ADDRESS OF A WOMAN AND HER CHILDREN IN
17 VIOLATION OF THIS PROVISION, SHALL SUFFER THE
18 PENALTY OF ONE (1) YEAR IMPRISONMENT AND A FINE OF
19 NOT LESS THAN THREE HUNDRED THOUSAND PESOS
20 (P300,000.00) BUT NOT MORE THAN FIVE HUNDRED
21 THOUSAND PESOS (P500,000.00)."

22 SEC. 10. Section 43 of Republic Act No. 9262 is hereby
23 amended to read as follows:

24 "SEC. 43. [*Entitlement to Leave.* – Victims under
25 this Act shall be entitled to take a paid leave of absence
26 up to ten (10) days in addition to other paid leaves under
27 the Labor Code and Civil Service Rules and Regulations,
28 extendible when the necessity arises as specified in the
29 protection order.

30 "Any employer who shall prejudice the right of the
31 person under this section shall be penalized in

1 accordance with the provisions of the Labor Code and
2 Civil Service Rules and Regulations. Likewise, an
3 employer who shall prejudice any person for assisting a
4 co-employee who is a victim under this Act shall likewise
5 be liable for discrimination.] **TEN (10)-DAY PAID LEAVE**
6 **IN ADDITION TO OTHER LEAVE BENEFITS.** – DURING
7 THE APPLICATION OF ANY PROTECTION ORDER,
8 INVESTIGATION, PROSECUTION, AND/OR TRIAL OF THE
9 CRIMINAL CASE, A VICTIM OF E-VAWC WHO IS
10 EMPLOYED SHALL BE ENTITLED TO A PAID LEAVE OF UP
11 TO TEN (10) DAYS IN ADDITION TO OTHER PAID LEAVES
12 UNDER THE LABOR CODE, CIVIL SERVICE RULES AND
13 REGULATIONS AND OTHER EXISTING LAWS AND
14 COMPANY POLICIES, EXTENDIBLE WHEN THE NECESSITY
15 ARISES AS SPECIFIED IN THE PROTECTION ORDER. THE
16 PUNONG BARANGAY/KAGAWAD, PNP WOMEN'S AND
17 CHILDREN'S DESKS OR PROSECUTOR OR THE CLERK OF
18 COURT, PHYSICIANS, SOCIAL WORKERS, AND LICENSED
19 COUNSELORS AS THE CASE MAY BE, SHALL ISSUE A
20 CERTIFICATION, AT NO COST TO THE WOMAN, THAT
21 SUCH IS PENDING UNDER THEIR JURISDICTION. THIS
22 CERTIFICATION SHALL BE THE ONLY REQUIREMENT FOR
23 THE EMPLOYER TO GRANT THE TEN (10)-DAY PAID LEAVE
24 APPLICATION. IN ADDITION TO THE AFOREMENTIONED
25 CERTIFICATION, AN EMPLOYEE OF THE GOVERNMENT
26 MUST FILE AN APPLICATION FOR LEAVE, CITING THIS
27 ACT. THE ADMINISTRATIVE ENFORCEMENT OF THIS
28 LEAVE ENTITLEMENT SHALL BE CONSIDERED WITHIN
29 THE JURISDICTION OF THE REGIONAL DIRECTOR OF THE

DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE) UNDER ARTICLE 129 OF THE LABOR CODE OF THE PHILIPPINES, AS AMENDED, FOR EMPLOYEES IN THE PRIVATE SECTOR, AND THE CIVIL SERVICE COMMISSION (CSC), FOR GOVERNMENT EMPLOYEES.

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

"THE IMMEDIATE SUPERIOR OF THE PERSON APPLYING FOR A TEN (10)-DAY PAID LEAVE MUST APPROVE THE APPLICATION ON THE SAME DAY IT WAS FILED. IF THE IMMEDIATE SUPERIOR IS UNAVAILABLE TO ACT ON THE APPLICATION FOR A LEAVE, THE APPLICATION SHALL BE ACTED UPON BY ANY AVAILABLE SENIOR OFFICIAL OF THE PRIVATE COMPANY OR GOVERNMENT AGENCY.

"ALL PRIVATE COMPANIES AND GOVERNMENT AGENCIES SHALL RECORD ALL APPLICATIONS FOR LEAVE IN A LOGBOOK SPECIFICALLY FOR CASES OF VAWC. THEY SHALL SUBMIT A QUARTERLY REPORT ON ALL APPLICATIONS ISSUED TO THE REGIONAL DIRECTOR OF THE DOLE FOR EMPLOYEES OF THE PRIVATE SECTOR, AND THE CSC, FOR GOVERNMENT EMPLOYEES.

"FAILURE TO ACT ON AN APPLICATION FOR A TEN (10)-DAY PAID LEAVE OF ABSENCE WITHIN THE PRESCRIBED PERIOD WITHOUT JUSTIFIABLE CAUSE SHALL RENDER THE IMMEDIATE SUPERIOR OR SENIOR

OFFICIAL ADMINISTRATIVELY LIABLE, AND THE PENALTY OF SUSPENSION FOR FIFTEEN (15) DAYS SHALL BE IMPOSED UPON THE OFFICIAL. AN ADMINISTRATIVE COMPLAINT AGAINST THE IMMEDIATE SUPERIOR OR SENIOR OFFICIAL FOR FAILURE TO PERFORM ONE'S DUTIES CAN BE FILED BY A VICTIM-SURVIVOR WITH THE REGIONAL DIRECTOR OF THE DOLE FOR EMPLOYEES OF THE PRIVATE SECTOR, AND THE CSC, FOR GOVERNMENT EMPLOYEES, FOR GROSS NEGLECT OF DUTY OR MALFEASANCE.

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

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

SEC. 11. *Separability Clause.* – If any portion or provision of this Act is held unconstitutional or invalid, the remaining portions or provisions shall not be affected.

1 SEC. 12. *Repealing Clause.* – All laws, decrees, executive
2 orders, rules and regulations, or parts thereof inconsistent with the
3 provisions of this Act are hereby repealed or modified accordingly.

4 SEC. 13. *Effectivity.* – This Act shall take effect fifteen (15)
5 days after its publication in the *Official Gazette* or in a newspaper of
6 general circulation.

Approved,

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