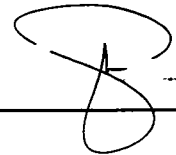


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SENATE
P.S. RES. No. 1242



Introduced by Senator Raffy T. Tulfo

RESOLUTION
DIRECTING THE APPROPRIATE SENATE COMMITTEE TO CONDUCT AN INQUIRY IN AID
OF LEGISLATION ON WORKPLACE HARASSMENT AND ABUSE

1 WHEREAS, Republic Act 7877, otherwise known as the "Anti-Sexual Harassment
2 Act of 1995" punishes "an employer, employee, manager, supervisor, agent of the
3 employer, teacher, instructor, professor, coach, trainor, or any person who, having
4 authority, influence or moral ascendancy over another in a work or training or education
5 environment, **demands, requests or otherwise requires any sexual favor from**
6 **the other**, regardless of whether the demand, request or requirement for submission is
7 accepted or not by the object of said act.";

8 WHEREAS, workplace sexual harassment and abuse take many different forms and
9 ranges from unwanted touching, inappropriate comments or jokes, bullying, or someone
10 promising you a promotion in exchange for sexual favors;

11 WHEREAS, a researcher from TV5 claimed to have been molested by one of the
12 network's news executive named Cliff Gingco;

13 WHEREAS, the victim-researcher alleged that he was initially invited for drinks at
14 a restaurant by TV5 News and Public Affairs Program Manager Gingco to discuss his
15 dream of becoming a reporter; then later molested him in a motel room in Pasig City
16 while being intoxicated;

17 WHEREAS, the victim had only been reporting to the News and Public Affairs
18 department of TV5 for five days when the assault happened, which allegedly caused him
19 severe trauma;

1 WHEREAS, the victim's camp has formally filed criminal charges against Gingco
2 before the prosecutor's office;

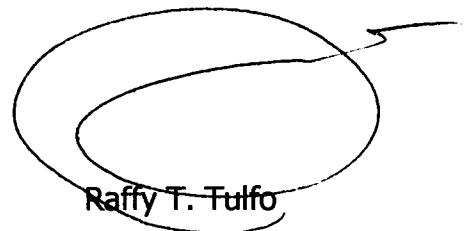
3 WHEREAS, the incident involving the TV5 reporter and the network manager came
4 a few months after the highly publicized and similar incident involving 23-year old actor
5 Sandro Muhlach and two independent contractors, Jojo Nonez and Richard Cruz, of GMA
6 Network;

7 WHEREAS, sexual harassment, sexual abuse and molestation in the workplace has
8 become prevalent in the movie and tv industry, and the number of cases have increased
9 over the years but most incidents remain undisclosed due to the victims' fear of losing
10 job opportunities or being publicly ridiculed;

11 WHEREAS, these incidents of harassment necessitate an immediate review of
12 relevant laws including Republic Act No. 7877 (Anti-Sexual Harassment Act of 1995), RA
13 11313 (Safe Spaces Act), RA 11306 (Mental Health Act), RA 11996 (the Eddie Garcia
14 Law), and the Labor Code of the Philippines;

15 WHEREAS, it is equally imperative to formulate new policies and procedures within
16 companies to facilitate reporting of harassment or abuse in the workplace, as well as
17 providing adequate training, especially for employees tasked to handle such cases.
18 NOW THEREFORE BE IT RESOLVED, as it is hereby resolved, to direct the appropriate
19 Senate Committee to conduct an inquiry in aid of legislation on workplace harassment
20 and abuse.

Adopted,



Raffy T. Tulfo