

AMENDING ADMINISTRATIVE ORDER NO. 80S, S. 1991 RE: POLICY AGAINST SEXUAL HARASSMENT

Read online (full-text search, related cases, audio case brief): <https://batas.org/library/b2ae7e6c9452/>

Whereas, Administrative Order No. 80, series of 1991, besides defining and laying down the policy of the Department of Labor and Employment (DOLE) against sexual harassment, also attempts to lay down mechanisms that would help deter such acts or ensure protection of victims of such acts committed by or against employees or officials of the Department;

Whereas, some of the provisions of said Order need to be further strengthened and clarified;

Whereas, the Department recognizes the need to come up with more concrete measures to ensure and effectuate protection of victims against sexual harassment as such offense violates the principles of merit and fitness in the civil service, undermines the integrity of the workplace, creates a hostile working atmosphere, and adversely affects workers' performance and productivity;

Therefore, in the light of the foregoing Administrative Order No. 80, s. of 1991 is hereby amended as follows:

SECTION 1. Declaration of Policy — In furtherance of the Constitutional provision relative to public office and human rights, as well as the protection of working women and equality of employment opportunities for all, the Department of Labor and Employment shall not tolerate sexual harassment committed by DOLE officials, employees, applicants for employment, or any person transacting official business with DOLE. It shall take disciplinary measures against any official or employee, whether permanent, casual, or contractual, who subjects any fellow official or employee, applicant for employment or client, to sexual harassment.

SECTION 2. What Constitutes Sexual Harassment — Any unwanted or unwelcome sexual advance, demand, or request for sexual favor, or other act or conduct of sexual nature whether written, oral, or physical, shall constitute sexual harassment when the act is committed by a DOLE official or employee upon his/her co-official, co-employee, applicant for employment, or any other client of the DOLE, and such act is:

1. committed to take advantage of the weakness, vulnerability, status, and professional, social and economic standing of the official, employee or client; or
2. explicitly or implicitly imposed as a condition for securing employment, advancement, promotion or preferential treatment; or
3. adversely interfering with the official's or employee's performance; or
4. bound to create a hostile, offensive intimidating or uncomfortable work environment.

Sexual harassment constitutes a disgraceful and immoral act which is classified and penalized as a grave offense under the Grounds for Disciplinary Action of the DOLE Manual on Disposition of Administrative Cases. Such classification and its corresponding penalties shall be adopted by this Order without prejudice to the filing of other cases involving the same act with the regular courts.

SECTION 3. Fact-Finding Committee: Creation and Composition — A Special Fact-Finding Committee is hereby

created to receive and investigate/hear sexual harassment complaints and submit reports/recommendations to the Secretary.

The Committee shall be composed of the following:

1. DOLE Resident Ombudsman — Chairperson
2. Chairperson, DOLE Philippines Development Plan for Women (PDPW) Focal Point — Co-Chairperson
3. Assistant Secretary for Management Services — Member
4. Director, Human Resource Development Service — Member
5. Director, Legal Service — Member
6. President, DOLE or its Concerned Agency Employees Union — Ad Hoc Member
7. Resident Ombudsman of the Agency Concerned — Ad Hoc Member

Any member of the Committee who complains of, or is complained against, any act of sexual harassment shall inhibit herself/himself from participating in the deliberations of the Committee.

SECTION 4. Secretariat — The Legal Service shall act as the Secretariat of the Fact-Finding Committee.

SECTION 5. Procedure in the Disposition of Sexual Harassment Cases — The Secretary shall promulgate rules and regulations implementing this Administrative Order.

SECTION 6. Awareness Raising Campaign/Information Dissemination — Concerned agencies shall undertake information dissemination campaigns to raise awareness on the policy against sexual harassment and to prevent incidence of the same.

This Order shall take effect immediately.

Adopted: 1992

(SGD.) MA. NIEVES ROLDAN-CONFESOR

Acting Secretary

ABOUT BATAS.ORG

Study smarter at BATAS.org

The Philippine bar review and law-school companion built around how your brain actually remembers.

The complete Philippine law library - free for everyone.

More than 100,000 Supreme Court decisions, Republic Acts, and executive issuances - full-text searchable, browsable by category and year, and always free. No paywall, no login. This PDF came from it.

Audio case-brief lectures.

Any decision becomes a podcast-style lecture - facts, issues, ruling, and doctrine - with read-along highlighting and a hands-free presentation mode. Study while commuting, working out, or resting your eyes.

Bar review built on the science of memory.

Complete, sequenced courses for all eight bar subjects, narrated like podcasts and reinforced with retrieval practice and spaced review - the study techniques with the strongest evidence behind them.

The full law-school curriculum.

One subscription unlocks the entire J.D. curriculum - every subject, every lesson, with your progress tracked down to the paragraph so you can pick up exactly where you left off, on any device.

Mock exams that tell you where you stand.

Timed multiple-choice exams graded instantly, with per-subject score breakdowns and focus suggestions that point you at your weakest topics first.

A study planner that keeps you on pace.

Set your schedule and BATAS tells you every day whether you are on track for bar day - and exactly which lesson to take next.

Start free at <https://batas.org>

The law library is free forever - and your first lesson is one click away.

The text of this document is an official public record and remains in the public domain. Formatting, presentation, and compilation © 2026 batas.org.

Downloaded free from the batas.org Law Library. Share it freely - the library is free for every law student, bar reviewee, and practitioner.