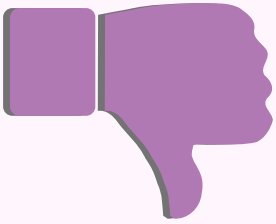


SAFE SPACES ACT

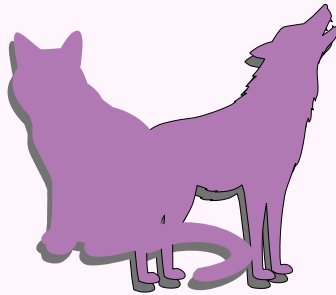
Republic Act 11313 provides protection for women and the LGBT+ against gender-based sexual harassment.

1 What acts count as gender-based sexual harassment under the law?

In public spaces, the following are considered gender-based sexual harassment:



groping



catcalling or wolf-whistling



unwanted invitations and relentless requests for personal information

any other physical or verbal advances

no.

misogynistic, transphobic, homophobic, or sexist slurs, or unwanted sexual remarks

no.

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ARTICLE IV
Gender-Based Sexual Harassment in the Workplace

Workplaces include all sites, locations, spaces, where work is being undertaken by an employee within or outside the premises of the usual place of business of the employer.



SAFE SPACES ACT

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Sec. 16. Gender-based sexual harassment in the workplace

a. Unwelcome sexual advances, requests or demands for sexual favors, or other similar acts that has or could have a detrimental effect on an individual's employment, job performance, or opportunities.

b. Conduct of a sexual nature, or other conduct based on sex affecting a person's dignity, which is unwelcome, unreasonable, and offensive to the recipient.

c. Unwelcome, pervasive conduct creating an intimidating, hostile, or humiliating environment for the recipient.

Sec. 17. Duties of Employers

Employers or other persons of authority, influence or moral ascendancy in a workplace shall have the duty to prevent, deter, or punish the performance of acts of gender-based sexual harassment in the workplace.



Sec. 18. Duties of Employees and Co-Workers

Employees and co-workers shall have the duty to:

- ✓ Refrain from committing acts of gender-based sexual harassment;
- ✓ Discourage the conduct of gender-based sexual harassment in the workplace;
- ✓ Provide emotional or social support to fellow employees, co-workers, colleagues or peers who are victims of gender-based sexual harassment; and
- ✓ Report acts of gender-based sexual harassment witnessed in the workplace.