




MEMORANDUM NO. 53

Series of 2022

TO : ALL DOST VI PERSONNEL

FROM : ROWEN R. GELONGA, ChE, CESO II   
Regional Director

DATE : 22 August 2022

SUBJECT : ADHERENCE TO THE SAFE SPACES ACT OF 2019 (RA 11313)

As part of the Gender and Development (GAD) program of DOST Region VI, all employees are enjoined to **adhere to provisions stated in the Republic Act 11313 or the Safe Spaces Act of 2019. Specifically, Article IV (Gender-based Sexual Harassment in the Workplace) Sections 16-18.**

Attached is an infographic of the Safe Spaces Act Article IV summary prepared by DOST VI GAD Focal System and situational examples prepared by the Philippine Commission on Women for your reference. All sections and units are encouraged to keep a copy on their bulletin boards.

For the guidance of all concerned.

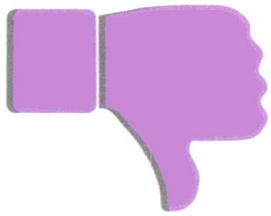
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# SAFE SPACES ACT

*Republic Act 11313* provides protection for women and the LGBT+ againsts 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.*

*no.*

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

## 2

### 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.



Ang hot mo naman  
sa bago mong uniform.  
Labas tayo after work,  
mukhang game ka naman eh.

**Mga komento at biro na may kalaswaan?  
Mga paanyayang may sekswal na kahulugan?**

**Bawal 'yan sa Safe Spaces Act!**  
**Alamin ang batas para lahat tayo, ligtas.**

**Sumangguni sa Committee on Decorum and Investigation (CODI) ng inyong pook-gawaan (workplace). Sa ilalim ng Safe Spaces Act, dapat bumuo ng CODI na tutugon at mag-iimbestiga sa mga kaso ng gender-based sexual harassment ang bawat pook-gawaan.**

A friendly reminder from:

Philippine  
Commission  
on Women




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<https://www.pcw.gov.ph>

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Pag-usapan natin ang performance evaluation mo somewhere else. Bibigyan kita ng mataas na score for promotion kung pagbibigyan mo rin ako.

OFFICE  
TASK

PagHINGI ng mga sekswal na pabor kapalit ng mataas na marka sa evaluation, sahod o iba pang benepisyo sa trabaho? Mas mataas man, kapantay, o mas mababa ang katungkulan ng nang-aabuso...

**Bawal 'yan sa Safe Spaces Act!**

Alamin ang batas para lahat tayo, ligtas.

Sumangguni sa Committee on Decorum and Investigation (CODI) ng inyong pook-gawaan (workplace). Sa ilalim ng Safe Spaces Act, dapat bumuo ng CODI na tutugon at mag-iimbestiga sa mga kaso ng gender-based sexual harassment ang bawat pook-gawaan.

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**Paggamit ng mga transphobic at homophobic na salita?  
Mapanglait na puna o komento sa itsura ng isang tao?**

**Bawal 'yan sa Safe Spaces Act!  
Alamin ang batas para lahat tayo, ligtas.**

**Mag-report sa pinakamalapit ng PNP Women and Children Protection Desk o  
magsumbong sa pamunuan ng pampublikong lugar na pinangyarihan ng insidente  
tulad ng mall, pasyalan, kainan, bar, spa, public washroom, sinehan at palengke.**

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**'Tol kanina ka pa  
nakatitig diyan sa boobs  
at legs ng mga babae ah.  
Hahaha!**

**Pre, ang ganda  
kasi ng view dito eh.  
Hahaha!**

**Pangma-manyak sa pampublikong transportasyon?  
Malalaswang titig at salitang may sekswal na kahulugan?**

**Bawal 'yan sa Safe Spaces Act!  
Alamin ang batas para lahat tayo, ligtas.**

**Mag-report sa PNP Women and Children Protection Desk o magsumbong sa  
pamunuan ng pampublikong transportasyon na pinangyarihan ng insidente,  
kabilang ang mga airport, pier, at terminal ng tren, tricycle, jeep, van, bus, o taxi.**

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