

## Reviewing Work-Related Sexual Harassment under Philippine Law: Ambiguities, Limitations, and Improving Republic Act No. 7877

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The passage of Republic Act No. 7877 or the Anti-Sexual Harassment Act of 1995, while addressing the grave concern of work-related sexual harassment, has remained inadequate and untested. Not a single case involving said law has reached the Supreme Court. The Author reviews the Anti-Sexual Harassment Act against American laws and jurisprudence, where it has progressed, and points out its ambiguities and shortcomings.

The Author first returns to the definition of sexual harassment according to the Anti-Sexual Harassment Act. As the Article progresses, it becomes apparent that there are differing points of view and treatments of sexual harassment. The next Section of the Article deals with issues of “unwelcomeness” and “voluntariness” of sexual advances in the workplace as enunciated in American jurisprudence.

Finally, the Article discusses employer’s liability and the actions necessary to impute either negligence or even criminal liability.