REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF FINANCE
BUREAU OF INTERNAL REVENUE

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JAN 10 2022
Date

REVENUE MEMORANDUM ORDER NO. 1-2022

SUBJECT : Revised Administrative Disciplinary Rules on Sexual Harassment Cases in the Bureau of Internal Revenue

TO : All Officials and Employees of the Bureau of Internal Revenue and Others Concerned

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I. BACKGROUND

Recently, the Civil Service Commission (CSC) issued Memorandum Circular (MC) No. 11, s. 2021, promulgating CSC Resolution No. 2100064 dated January 20, 2021, amending the Sexual Harassment Provisions in the 2017 Rules on Administrative Cases in the Civil Service (2017 RACCS) pursuant to Republic Act (RA) No. 11313 otherwise known as the "Safe Spaces Act".

Due to this latest development, Revenue Memorandum Order (RMO) No. 27-2002 dated September 5, 2002 (Administrative Disciplinary Rules on Sexual Harassment Cases in the Bureau of Internal Revenue), implementing the mandate in Section 4 of Republic Act 78777 otherwise known as an Act declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for other Purposes, required the amendment of certain provisions to conform and harmonize those with the provisions of CSC Resolution No. 2100064 and RA No. 11313, thus, this Order.

II. OBJECTIVES

This Order is issued to:

1. Implement the mandate of Section 4 of Republic Act of 7877, otherwise known as an "Act declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for other Purposes";

2. Implement Memorandum Circular (MC) No. 11, s. 2021, promulgating CSC Resolution No. 2100064 dated January 20, 2021, amending the Sexual Harassment Provisions in the 2017 Rules on Administrative

Cases in the Civil Service (2017 RACCS) pursuant to Republic Act (RA) No. 11313 (Safe Spaces Act)".

3. Promulgate appropriate rules and regulations in consultation with and jointly approved by the employees, through their duly designated representative, the Bureau of Internal Revenue Employees Association (BIREA), as mandated under Section 58 of Resolution No. 01-0940 dated May 21, 2001 of the Civil Service Commission (CSC);

4. Provide information on the administrative offense of sexual harassment, and guidelines to effectively prevent or deter the commission of such offense; and

5. Prescribe the procedures for the investigation of sexual harassment cases and the administrative sanctions therefor.

III. RULES AND PROCEDURES

The detailed rules and procedures pertaining to the investigation of sexual harassment cases and the administrative sanctions therefor are outlines in the Revised Administrative Disciplinary Rules on Sexual Harassment Cases in the Bureau of Internal Revenue hereto attached as Annex "A" and made an integral part hereof.

IV. EFFECTIVITY

This Order takes effect immediately.

CAESAR R. DULAY
Commissioner of Internal Revenue

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