



Republic of the Philippines  
NATIONAL POLICE COMMISSION  
NATIONAL HEADQUARTERS, PHILIPPINE NATIONAL POLICE  
OFFICE OF THE CHIEF, PNP  
Camp BGen Rafael T Crame, Quezon City

OCT 27 2022

MEMORANDUM CIRCULAR

NO.: 2022-119

SUPPLEMENTAL GUIDELINES TO PNP MEMORANDUM CIRCULAR  
NO. 2022-043 TO INCLUDE THE CONFERMENT OF THE PNP MEDALYA NG  
PAGSULONG SA KARAPATANG PANTAO (PNP HUMAN RIGHTS ADVOCATE  
MEDAL)

1. REFERENCES:

- a. 1987 Philippine Constitution;
- b. Republic Act (RA) No. 8551 also known as the "Philippine National Police Reform and Reorganization Act of 1998";
- c. Section 14 (m) and Section 69 of RA No. 6975 also known as "DILG Act of 1990";
- d. NAPOLCOM Memorandum Circular (MC) No. 2016-002 dated March 7, 2016 entitled, "Revised Rules of Procedure Before the Administrative Disciplinary Authorities and the International Affairs Service of the Philippine National Police";
- e. NAPOLCOM MC No. 93-018 dated September 23, 1993 entitled, "Prescribing the Authorized Decorations, Service Medals, Ribbons and Badges of the Philippine National Police";
- f. PNP MC No. 2022-043 dated April 8, 2022 entitled, "Revised Rules and Regulations in the Conferment of Authorized Awards, Decorations, Service Medals, Ribbons, and Badges of the Philippine National Police";
- g. Police Operational Procedure Manual (2021);
- h. PNP Guidebook on Human Rights-Based Policing (2013);
- i. LOI 55/07 "PAMANA" (PNP Human Rights Development Program);
- j. United Nations Joint Program (UNJP): Technical Cooperation and Capacity Building for the Promotion and Protection of Human Rights in the Philippines (2021-2024);
- k. International Covenant on Civil and Political Rights (ICCPR); and
- l. Universal Declaration of Human Rights (UDHR) of 1948.

2. RATIONALE:

The LOI PAMANA has set guidelines that the entire members of the Philippine National Police shall embrace the highest principles of the Universal Declaration of Human Rights which proclaims the personal, civil, political, economic, social, and cultural rights of individuals, which are limited only by the recognition of the rights and freedoms of others, morality, public order, and general welfare. It also includes that all police officers shall adopt the paradigm of human rights-based policing

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WILFREDO L. VELAYO JR.  
Police Lieutenant Colonel  
Admin Officer, PNP-HQ/AD  
October 27, 2022

"Life is Beautiful... Kaligtasan Nya, Sagot Ko... Tulong-tulong Tayo."

being "champions" and "catalysts", individually and collectively, to strengthen the faith and trust of the citizenry in their police officers as protectors of human rights.

### 3. SITUATION:

Even before the PNP was organized, police institutions had been burdened with human rights violations issues that seriously undermined the integrity of law enforcement. Being one of the major challenges it inherited, upon enactment of RA No. 6975 creating the Philippine National Police, the organization endeavored to uplift its human rights status by instituting policy reforms, rights-based programs, and established partnerships with various government, non-government and international human rights institutions.

These organizational efforts and collaborative undertakings brought for a deeper human rights awareness and sense of responsibility which significantly improved the quality of police service for the community. The awarding of Medalya ng Pagsulong sa Karapatang Pantao (Human Rights Advocacy Medal) to deserving persons as a recognition of their passion to promote human rights will not only bring pride to the awardee but also inspire others as it highlights human rights as the first business of policing.

### 4. PURPOSE:

This MC, in line with the human rights development program, will enable us to recognize the exemplary accomplishments of PNP personnel, friendly forces, force multipliers, and commendable citizens in their efforts of maintaining peace and order as human rights advocates in law enforcement, and adopt the principle of "policing is human rights protection".

This MC will provide guidelines and procedures in the submission, processing, recommendation, and deliberation of PNP Medalya ng Pagsulong sa Karapatang Pantao (PNP Human Rights Advocate Medal) to PNP personnel, friendly forces, force multipliers, and commendable citizens.

To this end, this MC will include the PNP Medalya ng Pagsulong sa Karapatang Pantao (PNP Human Rights Advocate Medal) as part of PNP Memorandum Circular No. 2022-043 under the category of Miscellaneous Awards for conferment to deserving PNP personnel, friendly forces, force multipliers, and commendable citizens with the corresponding requirements.

### 5. DEFINITION OF TERMS:

- a. Commendable citizen – refers to any member of the community doing commendable acts to aid duty bearers in the protection, promotion, and fulfillment of human rights.
- b. Gawad Karapatang Pantao – is the highest recognition given by the Commission on Human Rights of the Philippines for government agencies or government employees/public servants who championed human rights activities in their respective organizations or community.

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- c. Human Rights - is defined as the supreme, inherent, and inalienable rights to life, to dignity, and to self-development. It is concerned with issues in both areas of civil and political rights, economic, social, and cultural rights founded on internationally accepted human rights obligations to which the Philippine Government is a state party. All human rights are universal, indivisible, interdependent, and interrelated.
- d. Human Rights Advocate - a person who, individually or with others, doing exceptional work for the protection, promotion and fulfillment of Human Rights in a peaceful manner.
- e. Human Rights Desk - established under the PNP Human Rights Development Program to serve as focal desks in all aspects of human rights promotion and protection relevant to law enforcement within their respective jurisdiction.
- f. Human Rights-Based Policing - is the comprehensive, systematic and institutional compliance with international human rights standards and practices in the conduct of police or law enforcement functions. It is also an approach to policing that defines the relationship between individual citizens and various groups as sectors of society as claim holders whose rights have to be respected and protected by the police, and the Police as duty-bearers to meet their duties and obligations as human rights protectors.
- g. Human Rights Officer - designated police personnel to man the Human Rights Desks situated in all National Operational Support Units (NOSU), Police Regional Offices (PROs), Provincial Police and City Police Offices (PPOs and CPOs), City and Municipal Police Stations (CPS/MPS).
- h. PNP Medalya ng Pagsulong sa Karapatang Pantao (PNP Human Rights Advocate Medal) - refers to the distinctive piece of metal and ribbon that constitutes the tangible evidence of the award depicting a person who, individually or with others, is doing exceptional work for the protection, promotion, and fulfillment of Human Rights in a peaceful manner.

## 6. GUIDELINES:

- a. Additional provisions on Miscellaneous Awards under Paragraph 6, c, 6) to read as follows:

### c) Miscellaneous Awards:

#### 12) "PNP Medalya ng Pagsulong sa Karapatang Pantao (PNP Human Rights Advocate Medal)"

- 1) Awarded to: PNP personnel who satisfied any of the following:

- a) Awarded with Major or Minor recognition in the Field of Human Rights from CHR, PNP, AFP, and other agencies (eg. Best

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Human Rights PCO, Best Human Rights PNCO, Best Human Rights Desk, Gawad Karapatang Pantao Award; or

- b) Assigned at Human Rights Affairs Office/Human Rights Desk for at least 2 years of conspicuous devotion in advocating human rights with an IPER not below VS; or
- c) With Significant accomplishment and participation in the protection, promotion, and fulfillment of human rights such as but not limited to the following: published or presented research papers or articles in local and international journals or organizations that have contributed to the advancement of human rights, collaborated with stakeholders through a Memorandum of Agreement (MOA) or Memorandum of Understanding (MOU) for the advancement of human rights, organizing support system for human rights victims, integration of human rights perspective in all levels of private and government learning and training institutions, advocacy and social mobilization for and of children specifically on the rights of the child, extending legal assistance in cases of human rights violations and monitoring implementation of programs to prevent human rights violations.

Further, the recommendee/nominee/applicant must have no pending criminal or administrative case/s at the time of the application for the award.

- 2) Awarded to: Friendly Forces, Force Multipliers, and Other Individual Applicants who must satisfy the following requirements:
  - a) With Significant accomplishment and participation in the protection, promotion, and fulfillment of human rights such as but not limited to the following: published research papers or articles in local and international journals that have contributed to the advancement of human rights, organizing support system for Human Rights victims, integration of human rights perspective in all levels of private and government learning and training institutions, advocacy and social mobilization for and of children specifically on the rights of the child, extending legal assistance in cases of human rights violations and monitoring implementation of programs to prevent human rights violations.
  - b) the recommendee/nominee/applicant must have no pending criminal or administrative case/s at the time of the application for the award.
- b. Approving Authority: CPNP, RD, PROs and D, NSUs.
- c. Additional provision on Incentives of Awards under Paragraph 6, b. 3), a) to read as follows:

#### Incentives of Awards

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Aside from the PNP Medals, each award shall be given the corresponding number of leave credits as follows:

XXX

PNP Medalya ng Pagsulong sa Karapatang Pantao (PNP Human Rights Advocate Medal) – Two days

**7. REPEALING CLAUSE:**

All PNP MCs and/or issuances inconsistent with the provisions of this MC are deemed rescinded. Amendment or revision of this MC can only be done through a memorandum approved by the CPNP, copy furnished NAPOLCOM.

**8. PENALTY CLAUSE:**

Any violation of this MC shall be dealt with in accordance with NAPOLCOM MC 2016-002, other applicable laws, and existing disciplinary policies.

**9. EFFECTIVITY:**

This MC shall take effect after 15 days from the filing of a copy thereof at the University of the Philippines Law Center in consonance with Sections 3 and 4 of Chapter 2, Book VII of the Executive Order No. 292, otherwise known as the "Revised Administrative Code of 1987," as amended.



**RODOLFO S AZURIN, JR**  
Police General  
Chief, PNP



**Distribution:**

Command Group  
IG, IAS  
Cmdr, APCs  
D-Staff  
P-Staff  
D, NSUs  
RD, PROs  
SPA to the SILG

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