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BiLL of RiGHTS



In general, **BILL OF RIGHTS** is a declaration and enumeration of a person's fundamental civil and political rights. It also imposes safeguards against violations by the government, by individuals, or by groups of individuals.

The **Bill of Rights** is designed to preserve the ideals of liberty, equality and security against the assaults of opportunism, the expediency of the passing hour, the erosion of small encroachments, and the scorn and derision of those who have no patience with general principles." [Philippine Blooming Mills Employees Organization v. Philippine Blooming Mills Co., Inc., G.R. No. 1-31195 dated June 5, 1973]

The **Bill of Rights** governs the relationship between the individual and the state. Its concern is not the relation between individuals, between a private individual and other individuals. [People of the Philippines v. Andre Marti G.R. No. 81561 dated January 18, 1997]

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DUE PROCESS CLAUSE
Const., Art. III, 1

A. Hierarchy of Rights

Philippine Blooming Mills Employees Organization v. Philippine Blooming Mills Co., Inc., G.R. No. 1-31195, June 5, 1973

Right to Life and Liberty
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Property Rights
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“I know only that what is moral is what you feel good after and what is immoral is what you feel bad after.”

C. Procedural Due Process

RAY PETER O. VIVO vs. PHILIPPINE AMUSEMENT AND GAME CORPORATION (PAGCOR)
G.R. No. 107850, November 12, 2013

"The observance of fairness in the conduct of any investigation is at the very heart of procedural due process. The essence of due process is to be heard, and, as applied to administrative proceedings, this means a fair and reasonable opportunity to explain one's side, or an opportunity to seek a reconsideration of the action or ruling complained of. Administrative due process cannot be fully equated with due process in its strict judicial sense, for in the former a formal or rigid type hearing is not always necessary, and technical rules of procedure are not strictly applied."

UNILEVER PHILIPPINES, INC. vs. ANSIBA BUBY M. RIVERA
G.R. No. 207701, June 3, 2015

The following should be considered in terminating employees:

1. Provide written notice of grounds for termination to employee;
2. Conduct a hearing or conference;
3. Serve written notice of termination to employee.

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**Right to
Life and
Liberty**

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**Property
Rights**

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Right to

Life and

Liberty

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Property Rights

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B. Definitions

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Due Process; Substantive and Procedural

*CITY OF MANILA v. HON. PERFECTO A.S. LAGUIO, JR.,
G.R. No. 118127 dated April 12, 2005*

Procedural due process, as the phrase implies, refers to the procedures that the government must follow before it deprives a person of life, liberty, or property.

Substantive due process, as that phrase connotes, asks whether the government has an adequate reason for taking away a person's life, liberty, or property.

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