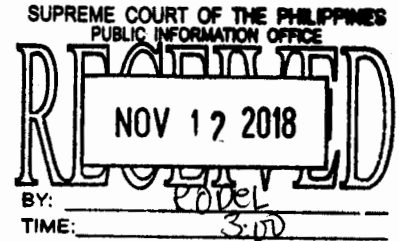




Republic of the Philippines
Supreme Court
Manila

EN BANC

A.M. No. 18-01-05-SC



RESOLUTION

WHEREAS, pursuant to Section 7(3), Article VIII of the 1987 Constitution, members of the Judiciary must be of proven competence, integrity, probity and independence;

WHEREAS, under Section 6, Article VIII of the 1987 Constitution, the Supreme Court has administrative supervision over all courts and the personnel thereof;

WHEREAS, under Section 11, Article VIII of the 1987 Constitution, the Supreme Court *en banc* has the power to discipline judges of lower courts, or order their dismissal by a vote of a majority of the Members who actually took part in the deliberations on the issues in the case and voted thereon;

WHEREAS, Section 5(5), Article VIII of the 1987 Constitution vests upon the Supreme Court the power to promulgate rules concerning the pleading, practice, and procedure in all courts;

WHEREAS, the assessment and evaluation of disciplinary actions as well as the conduct of administrative investigations of the members of the Judiciary necessitate the organization of a permanent body with exclusive jurisdiction to investigate judicial misconduct and to recommend appropriate sanctions when proper;

WHEREAS, the Supreme Court issued Memorandum Order No. 38-A-2016 establishing the Technical Working Group on Judicial Integrity under the Committee on Continuing Legal Education and Bar Matters which functions include researching measures to strengthen integrity and prevent corruption in the Judiciary, recommending the creation of offices, and proposing amendment to Rule 140 of the Rules of Court;

NOW, THEREFORE, the Court resolved to:

1. **APPROVE** the recommendation of the Technical Working Group on Judicial Integrity to create the Judicial Integrity Board and the Corruption Prevention and Investigation Office. For this purpose, the proposed Administrative Order is hereby approved and adopted, subject to the following modifications in Sections 3, 6, and 9:

“Section 3. *Executive Officials of the JIB* – the JIB shall be composed of a Chairperson, Vice Chairperson and three (3) Regular Members who shall be appointed for a term of three (3) years without reappointment. Of those first appointed, the Chairperson shall hold office for three (3) years, the Vice Chairperson for two (2) years, two (2) Regular Members for two (2) years and the other Regular Member for one (1) year, without reappointment. Appointment to any vacancy shall be only for the unexpired portion of the term of the predecessor.

The Chairperson and the Vice Chairperson must be retired Justices of the Supreme Court and are entitled to a compensation equivalent to the compensation of an incumbent Justice of the Supreme Court.

The three (3) Regular Members must be either a retired Justice of the Court of Appeals, Sandiganbayan or Court of Tax Appeals and are entitled to a compensation equivalent to the salary of the Justice of the Court of Appeals, Sandiganbayan or Court of Tax Appeals from which they retired.”

x x x x

“Section 6. *Units in the Office of the Executive Director (OED)*. –
x x x x

x x x x

B. Complaints Docket Division (CDD)

1. Receives grievances and complaints against Justices of the Court of Appeals, the Sandiganbayan, Court of Tax Appeals and Judges and personnel of the lower courts, including the Sharia' Courts, and the officials and employees of the Office of the Jurisconsult, Court Administrator, Deputy Court Administrator, Assistant Court Administrator and their personnel;”

x x x x

**“Section 9. *Corruption Prevention and Investigation Office (CPIO).
Functions, Powers and Authority.* – x x x**

1. Conduct investigation and/or intelligence, surveillance or entrapment operations or lifestyle check to detect and identify Justices of the Court of Appeals, the Sandiganbayan, Court of Tax Appeals and Judges and personnel of the lower courts, including the Sharia' Courts, and the officials and employees of the Office of the Jurisconsult, Court Administrator, Deputy Court Administrator, Assistant Court Administrator and their personnel, who commit or appear to be involved or are liable for any of the following:

x x x x

- c. For Judges, violations of the “New Code of Judicial Conduct for the Philippine Judiciary”, the “Code of Judicial Conduct” and the “Code of Judicial Ethics” and the commission of acts specified in Sections 22, 23, and 24, Rule 140 as amended of the Rules of Court and other related laws;”

x x x x

2. Conduct, on order or upon prior authority of the Supreme Court or the Chief Justice of the Supreme Court or the JIB, discreet investigations or surveillance or entrapment operations on Justices, Judges and court personnel who are the subjects of anonymous or unverified complaints or agencies, to be involved in or connected with any of the aforementioned acts and/or activities, and to submit its reports and recommendations to the Chief Justice or to the Supreme Court or to the JIB;

x x x x

2. **APPROVE** the recommendation of the Technical Working Group to amend Rule 140 of the Rules of Court, subject to the following modifications under Sections 1, 2, 4, 6, 9, 11, 12 thereof:

Section 1. *How Instituted.* Proceedings for the discipline of Justices of the Court of Appeals, the Sandiganbayan, Court of Tax Appeals and Judges and personnel of the lower courts, including the Sharia' Courts, and the officials and employees of the Office of the Jurisconsult, Court Administrator, Deputy Court Administrator, Assistant Court Administrator and their personnel, may be instituted, *motu proprio*, by the Supreme Court, in the Judicial Integrity Board.

It may also be instituted by way of a verified complaint, supported by affidavits of persons who have personal knowledge of the facts alleged therein; or, by authentic documents which may substantiate said allegations, or upon an anonymous complaint, supported by public records of indubitable integrity; or, where their material averments may easily be verified, and may be substantiated and established by other competent evidence.

Complaints involving graft and corruption and violations of ethical standards, including anonymous complaints, filed against Members of the Supreme Court shall be referred to the Committee on Ethics and Ethical Standards which shall have the task of preliminarily investigating and of submitting its findings and recommendations to the Supreme Court en banc, in accordance with the Internal Rules of the Supreme Court (A.M. No. 10-4-20-SC).”

“**Section 2. *Requisites of a Valid Complaint.*** A verified complaint or an anonymous complaint shall be in writing and shall state, clearly and concisely, any of the acts and omissions constituting the administrative offense/administrative offenses under Sections 22, 23 or 24 hereof; or, for violations of the standards of conduct prescribed for Judges, the Rules of Court and amendments thereof or the Code of Judicial Conduct, the New Code of Judicial Conduct of the Philippine Judiciary or issuances/Resolutions of the Supreme Court and shall be filed with the Judicial Integrity Board.”

X X X X

“**Section 4. *When Docketed as Regular Administrative Matter.*** Disciplinary actions or proceedings initiated by the Supreme Court, *motu proprio*, or on the basis of a verified or anonymous complaint, records or documents/papers against any of those mentioned in Section 1(1) hereof, filed with or submitted to the Supreme Court or, on the basis of newspaper or media reports, shall be docketed, in the Supreme Court, as a regular administrative matter, for appropriate final action of the Supreme Court in the absence of substantial factual issues.”

X X X X

“**Section 6. *When Instituted by the Judicial Integrity Board.*** Disciplinary actions shall be instituted, *motu proprio*, by the Judicial Integrity Board, in the Supreme Court, against any of those mentioned in Section 1(1) hereof, on account of a conviction, of any of them, by the Sandiganbayan or by the regular or special courts, or on account of any

charge in the Sandiganbayan or in a regular or special court for a felony or a crime defined by a special law.

The Judicial Integrity Board shall submit a Report of such conviction or criminal action to the Supreme Court, within ten (10) days from knowledge thereof, with a recommendation that the report be deemed, by the Supreme Court, as an administrative complaint against the said court official, and docketed as a regular administrative case and for the Judicial Integrity Board to conduct an administrative investigation thereof.”

X X X X

“**Section 9. *Disciplinary Actions Considered as Disciplinary Actions against Members of the Philippine Bar.*** An administrative case against any of those mentioned in Section 1(1) hereof, based on grounds which are likewise grounds for disciplinary actions for the members of the Philippine Bar, under Section 27, Rule 138 of the Rules of Court, or for violation of the Lawyer's Oath, the Code of Professional Responsibility, the Canons of Professional Ethics, or such other forms of breaches of conduct that have been traditionally recognized as grounds for the discipline of lawyers, shall be considered as a disciplinary action against the respondent as a member of the Philippine Bar.”

X X X X

“**Section 11. *Disciplinary Actions Filed Before Compulsory Retirement.*** If a disciplinary action against any of those mentioned in Section 1(1) is filed with the Judicial Integrity Board six (6) months before the compulsory retirement of such Justice or Judge, Court Administrator, Deputy Court Administrator or Assistant Court Administrator in the Office of the Court Administrator for an alleged cause of action that occurred at least a year before such filing and shown prima facie, that it is intended to harass and embarrass the respondent, the Judicial Integrity Board shall recommend to the Supreme Court the dismissal of said complaint and that the complainant be cited by the Supreme Court for indirect contempt.

If the complainant is a lawyer, he may further be required to show cause why he or she should not be administratively sanctioned as a member of the Philippine Bar and as an officer of the Court.

If such is not the case, the Judicial Integrity Board shall cause the service of the copy of the complaint on the respondent and require the latter to file his answer or comment within ten (10) days from notice of such complaint.

The Judicial Integrity Board shall submit to the Supreme Court its Report and Recommendation thereon not later than sixty (60) days from receipt of said comment or answer of the respondent.”


“**Section 12. Procedure for Resolution of Disciplinary Actions.** Any disciplinary action against any of those mentioned in Section 1(1), which can be resolved on the basis of the pleadings of the parties, documents/papers or public or court records and/or documents or papers filed with or submitted by them to the Judicial Integrity Board shall be deemed submitted for the preparation and submission by the Judicial Integrity Board of its Report and Recommendation to the Supreme Court within sixty (60) days from receipt of the said pleadings and/or records or documents.

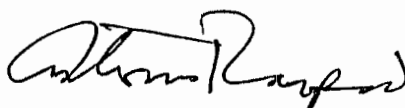
However, if based on the pleadings of the parties, there is prima facie case against the respondent but substantial factual issues are raised, the Judicial Integrity Board shall recommend to the Supreme Court that the case be considered and docketed as a regular administrative matter and that the Judicial Integrity Board be directed to conduct formal investigation of the substantial factual issues raised by the parties and to submit a report and recommendation to the Supreme Court within sixty (60) days from the termination of such investigation.

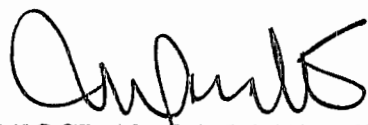
The Judicial Integrity Board shall, thereafter, prepare and submit to the Supreme Court its “Report and Recommendation” of its investigation, sixty (60) days from the termination of its investigation or, as modified by the Supreme Court.”

Rule 140 as amended and modified is hereto attached as an integral part of this Resolution.


October 2, 2018.



TERESITA J. LEONARDO-DE CASTRO
Chief Justice



ANTONIO T. CARPIO
Associate Justice


DIOSDADO M. PERALTA
Associate Justice

(on official business)
LUCAS P. BERSAMIN
Associate Justice


MARIANO C. DEL CASTILLO
Associate Justice


ESTELA M. PERLAS-BERNABE
Associate Justice


MARVIC M.V.F. LEONEN
Associate Justice

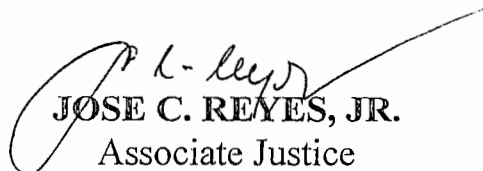

FRANCIS H. JARDELEZA
Associate Justice

(on leave)
ALFREDO BENJAMIN S. CAGUIOA
Associate Justice


NOEL GIMENEZ TIJAM
Associate Justice


ANDRES B. REYES, JR.
Associate Justice

(on official business)
ALEXANDER G. GESMUNDO
Associate Justice


JOSE C. REYES, JR.
Associate Justice



Republic of the Philippines
Supreme Court
Manila

RULE 140

**DISCIPLINE OF JUDGES OF REGULAR AND
SPECIAL COURTS, JUSTICES OF THE COURT OF APPEALS,
THE SANDIGANBAYAN, COURT OF TAX APPEALS,
COURT ADMINISTRATOR, DEPUTY COURT ADMINISTRATOR
AND ASSISTANT COURT ADMINISTRATOR**

Section 1. *How Instituted.* Proceedings for the discipline of Justices of the Court of Appeals, the Sandiganbayan, Court of Tax Appeals and Judges and personnel of the lower courts, including the Shari'a Courts, and the officials and employees of the Office of the Jurisconsult, Court Administrator, Deputy Court Administrator, Assistant Court Administrator and their personnel, may be instituted, *motu proprio*, by the Supreme Court, in the Judicial Integrity Board.

It may also be instituted by way of a verified complaint, supported by affidavits of persons who have personal knowledge of the facts alleged therein; or, by authentic documents which may substantiate said allegations, or upon an anonymous complaint, supported by public records of indubitable integrity; or, where their material averments may easily be verified, and may be substantiated and established by other competent evidence.

Complaints involving graft and corruption and violations of ethical standards, including anonymous complaints, filed against Members of the Supreme Court shall be referred to the Committee on Ethics and Ethical Standards which shall have the task of preliminarily investigating and of submitting its findings and recommendations to the Supreme Court *en banc*, in accordance with the Internal Rules of the Supreme Court (A.M. No. 10-4-20-SC)."

Section 2. *Requisites of a Valid Complaint.* A verified complaint or an anonymous complaint shall be in writing and shall state, clearly and concisely, any of the acts and omissions constituting the administrative offense/administrative offenses under Sections 22, 23 or 24 hereof; or, for violations of the standards of conduct prescribed for Judges, the Rules of Court and amendments thereof or the Code of Judicial Conduct, the New Code of Judicial Conduct of the Philippine Judiciary or

issuances/Resolutions of the Supreme Court and shall be filed with the Judicial Integrity Board.

Section 3. *Action on the Complaint and Prohibited Pleadings.* If the Judicial Integrity Board finds that the complaint is sufficient in form and substance, the respondent shall be served with a copy thereof and required to file with the Judicial Integrity Board a verified answer to or comment thereon, within ten (10) days from the service thereof, or within any extension of such period as the Judicial Integrity Board may grant. Otherwise, the Judicial Integrity Board shall recommend to the Supreme Court the dismissal of the complaint.

Motions for bill of particulars, clarification, dismissal or quashal are prohibited pleadings, and, if filed with the Judicial Integrity Board, shall only be noted and attached to the records.

Section 4. *When Docketed as Regular Administrative Matter.* Disciplinary actions or proceedings initiated by the Supreme Court, *motu proprio*, or on the basis of a verified or anonymous complaint, records or documents/papers against any of those mentioned in Section 1(1) hereof, filed with or submitted to the Supreme Court or, on the basis of newspaper or media reports, shall be docketed, in the Supreme Court, as a regular administrative matter, for appropriate final action of the Supreme Court in the absence of substantial factual issues.

Section 5. *Notice and Response of Respondent.* The respondent shall be served, by the Clerk of Court of the Supreme Court, with a copy of the anonymous or verified complaint, records or documents filed with the Supreme Court, or newspaper or media reports.

The respondent shall file his verified answer or comment thereon, supported by affidavits of persons who have personal knowledge of the facts alleged therein; and/or by documents which may substantiate all allegations of the Respondent, within a period of ten (10) days from such service, or within such extension thereof as may be granted by the Supreme Court.

Section 6. *When Instituted by the Judicial Integrity Board.* Disciplinary actions shall be instituted, *motu proprio*, by the Judicial Integrity Board, in the Supreme Court, against any of those mentioned in Section 1(1) hereof, on account of a conviction, of any of them, by the Sandiganbayan or by the regular or special courts, or on account of any charge in the Sandiganbayan or in a regular or special court for a felony or a crime defined by a special law.

The Judicial Integrity Board shall submit a Report of such conviction or criminal action to the Supreme Court, within ten (10) days from knowledge thereof, with a recommendation that the report be deemed, by the

Supreme Court, as an administrative complaint against the said court official, and docketed as a regular administrative case and for the Judicial Integrity Board to conduct an administrative investigation thereof.

Section 7. *Complainants Transferred to the JIB.* Verified or anonymous administrative complainants, including those initially endorsed to or filed with the Supreme Court by quasi-judicial bodies of the government, against a Judge of a regular or special court, Justice of the Court of Appeals, Sandiganbayan or Court of Tax Appeals, Court Administrator, Deputy Court Administrator or Assistant Court Administrator in the Office of the Court Administrator requiring investigation of substantial factual issues, shall be transferred to the Judicial Integrity Board for investigation and submission of its report and recommendation to the Supreme Court.

Section 8. *Preventive Suspension of Respondent.* The Supreme Court may, *motu proprio*, or upon recommendation of the Judicial Integrity Board, or on request of the complainant, order the preventive suspension of the respondent without pay and other monetary benefits, for a period of sixty (60) days, or until a final decision is reached by the Supreme Court in the disciplinary action against the respondent, or until modified or lifted by the Supreme Court.

The preventive suspension, among others, may be issued to enable the Judicial Integrity Board to conduct an unhampered formal investigation of the disciplinary action, prevent a crisis or disharmony in various courts, or shield the public from any further damages that the continued exercise by the respondent of the functions of his office may cause, or where there is a strong likelihood of his guilt or complicity in the offense charged, particularly when a serious charge is involved, or protect the image of the Courts as temples of justice.

Section 9. *Disciplinary Actions Considered as Disciplinary Actions against Members of the Philippine Bar.* An administrative case against any of those mentioned in Section 1(1) hereof, based on grounds which are likewise grounds for disciplinary actions for the members of the Philippine Bar, under Section 27, Rule 138 of the Rules of Court, or for violation of the Lawyer's Oath, the Code of Professional Responsibility, the Canons of Professional Ethics, or such other forms of breaches of conduct that have been traditionally recognized as grounds for the discipline of lawyers, shall be considered as a disciplinary action against the respondent as a member of the Philippine Bar.

Section 10. *Notice to and Answer of Respondent.* The respondent shall be served with a copy of the administrative complaint against him, and ordered, by the Judicial Integrity Board, to file a verified answer or comment, accompanied by affidavits of persons who have personal knowledge of the facts alleged therein and by documents which may substantiate the

allegations of the Respondent in his answer or comment, within ten (10) days from the service thereof or within such period as may be prescribed by the Judicial Integrity Board.

Section 11. *Disciplinary Actions Filed Before Compulsory Retirement.* If a disciplinary action against any of those mentioned in Section 1(1) is filed with the Judicial Integrity Board six (6) months before the compulsory retirement of such Justice or Judge, Court Administrator, Deputy Court Administrator or Assistant Court Administrator in the Office of the Court Administrator for an alleged cause of action that occurred at least a year before such filing and shown *prima facie*, that it is intended to harass and embarrass the respondent, the Judicial Integrity Board shall recommend to the Supreme Court the dismissal of said complaint and that the complainant be cited by the Supreme Court for indirect contempt.

If the complainant is a lawyer, he may further be required to show cause why he or she should not be administratively sanctioned as a member of the Philippine Bar and as an officer of the Court.

If such is not the case, the Judicial Integrity Board shall cause the service of the copy of the complaint on the respondent and require the latter to file his answer or comment within ten (10) days from notice of such complaint.

The Judicial Integrity Board shall submit to the Supreme Court its Report and Recommendation thereon not later than sixty (60) days from receipt of said comment or answer of the respondent.

Section 12. *Procedure for Resolution of Disciplinary Actions.* Any disciplinary action against any of those mentioned in Section 1(1), which can be resolved on the basis of the pleadings of the parties, documents/papers or public or court records and/or documents or papers filed with or submitted by them to the Judicial Integrity Board shall be deemed submitted for the preparation and submission by the Judicial Integrity Board of its Report and Recommendation to the Supreme Court within sixty (60) days from receipt of the said pleadings and/or records or documents.

However, if based on the pleadings of the parties, there is *prima facie* case against the respondent but substantial factual issues are raised, the Judicial Integrity Board shall recommend to the Supreme Court that the case be considered and docketed as a regular administrative matter and that the Judicial Integrity Board be directed to conduct formal investigation of the substantial factual issues raised by the parties and to submit a report and recommendation to the Supreme Court within sixty (60) days from the termination of such investigation.

The Judicial Integrity Board shall, thereafter, prepare and submit to the Supreme Court its "Report and Recommendation" of its investigation, sixty (60) days from the termination of its investigation or, as modified by the Supreme Court.

Section 13. *Hearing and Right to Counsel.* The Judiciary Integrity Board shall set the disciplinary action for hearing, with due notice thereof to the parties. At such hearing, the parties may be heard, by themselves and/or counsel. If after due notice, the Complainant/Respondent fails to appear, the investigation shall proceed *ex parte*.

Section 14. *Procedure of Hearing.* The parties may present documentary and/or object evidence as well as testimonial evidence in the form of affidavits to serve as the direct testimony of the parties and of their witnesses, after which they may be cross-examined by the other party or parties, or through counsel, and may be examined by the Chairperson and members of the Judicial Integrity Board.

Section 15. *Powers of the Judicial Integrity Board.* The Judicial Integrity Board shall have the power to administer oath to the parties and their witnesses, and to issue subpoena *ad testificandum* and *duces tecum*, conduct ocular inspections and take depositions of the complainant and/or witnesses in accordance with the Rules of Court. The failure or refusal to obey or comply with the subpoena *ad testificandum* and *duces tecum* issued by the Judicial Integrity Board shall be transferred to the Supreme Court for proceedings for indirect contempt of Court.

Section 16. *Non-Interruption and Non-Termination of the Investigation.* The investigation conducted by the Judicial Integrity Board, of disciplinary actions shall not be interrupted or terminated by reason of desistance of the complainant, settlement, compromises, restitution, withdrawal of the disciplinary action by the complainant; failure of the complainant to prosecute the same; or the resignation or compulsory retirement of the respondent; or by the respondent having transferred his residence to a foreign country; or, by the death of the complainant or of the respondent, subject to the exceptional circumstances as may be determined by the Judicial Integrity Board, conformably with case law.

Section 17. *Termination of the Investigation.* The Judicial Integrity Board shall terminate its investigation within ninety (90) days from the date of its commencement or within such extension as the Supreme Court may grant to the Judicial Integrity Board.

Section 18. *Report.* Within sixty (60) days from the termination of the investigation or within such extension thereof as the Supreme Court may grant, the Judicial Integrity Board shall submit to the Supreme Court its written Report thereon containing its findings of facts and recommendations.

The Report shall be confidential and shall be for the exclusive use of the Supreme Court.

Section 19. *Action.* The Supreme Court shall take such action on the Report as the facts and the law, the Rules of Court, as well as the issuances of the Supreme Court and the Internal Rules of the Supreme Court may warrant.

A copy of the Decision and final resolution of the Supreme Court shall be attached to the record of the respondent in the Office of the Court Administrator and the Bar Confidant of the Supreme Court.

DISCIPLINE OF PERSONNEL OF THE COURT OF APPEALS, SANDIGANBAYAN, COURT OF TAX APPEALS, REGULAR OR SPECIAL COURTS

Section 20. *Delegation of Authority.* Subject to the “Internal Rules of the Judicial Integrity Board”, as approved by the Supreme Court, the Judicial Integrity Board may delegate the disciplinary investigation of court personnel of the Court of Appeals, Sandiganbayan, Court of Tax Appeals, regular or special courts including those of the Sharia' Courts, the Office of the Jurisconsult, Court Administrator, Deputy Court Administrator, Assistant Court Administrator, to any member of the Judicial Integrity Board, who, after such investigation, shall submit his/her Report and Recommendation thereof to the Judicial Integrity Board within sixty (60) days from termination of such investigation.

Section 21. *Classification of Charges.* Administrative charges are classified as serious, less serious, or light.

Section 22. *Serious Charges.* Serious charges include:

1. Bribery, direct or indirect;
2. Dishonesty and violations of the Anti-Graft and Corrupt Practices Law (R.A. No. 3019);
3. Gross misconduct constituting violations of the Code of Judicial Conduct;
4. Knowingly rendering an unjust judgment or order as determined by a competent court in an appropriate proceeding;
5. Conviction of a crime involving moral turpitude;
6. Willful failure to pay just debt;
7. Borrowing money or property from lawyers and litigants in a case pending before the court;
8. Immorality;
9. Gross ignorance of the law or procedure;
10. Partisan political activities; and
11. Alcoholism and/or vicious habits.

Section 23. *Less Serious Charge.* Less serious charge include:

1. Undue delay in rendering a decision or order, or in transmitting the records of a case;
2. Frequently and unjustified absences without leave or habitual tardiness;
3. Unauthorized practice of law;
4. Violation of Supreme Court rules, directives, and circulars;
5. Receiving additional or double compensation unless specifically authorized by law;
6. Untruthful statements in the certificate of services; and
7. Simple Misconduct

Section 24. *Light Charges.* Light charges include:

1. Vulgar and unbecoming conduct;
2. Gambling in public;
3. Fraternizing with lawyers and litigants with pending case/cases in his court; and
4. Undue delay in the submission of monthly reports.

Section 25. *Sanctions.*

A. If the respondent is guilty of a serious charge, any of the following sanctions may be imposed:

1. Dismissal from the service, forfeiture of all or part of the benefits as the Court may determine, and disqualification from reinstatement or appointment to any public office, including government-owned or controlled corporations. *Provided, however,* that the forfeiture of benefits shall in no case include accrued leave credits;
2. Suspension from office without salary and other benefits for more than three (3) but not exceeding six (6) months; or
3. A fine of more than ₱20,000.00 but not exceeding ₱40,000.00.

B. If the respondent is guilty of a less serious charge, any of the following sanctions shall be imposed:

1. Suspension from office without salary and other benefits for not less than one (1) month nor more than three (3) months; or
2. A fine of not more than ₱10,000.00 but not exceeding ₱20,000.00.

C. If the respondent is guilty of a light charge, any of the following sanctions shall be imposed:

1. A fine of not less than ₱1,000.00 but not exceeding ₱10,000.00 and/or
2. Censure;
3. Reprimand;
4. Admonition with warning

Section 26. *Applicability.* All the foregoing provisions shall be applied to the discipline of all court personnel of the Court of Appeals, Sandiganbayan, Court of Tax Appeals, regular or special courts.

Section 27. *Repealing Clause.* Any Resolution, Circular or Administrative Order issued by the Supreme Court inconsistent herewith is deemed modified or repealed.

Section 28. *Effectivity Clause.* This Rule shall be effective twenty (20) days from publication thereof in a newspaper of general circulation.