



Republic of the Philippines
Province of Laguna
MUNICIPALITY OF LOS BAÑOS
Special Science and Nature City
OFFICE OF THE SANGGUNIANG BAYAN
Municipal Hall National Highway, Brgy. Timugan,
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EXCERPTS FROM THE MINUTES OF THE FORTY-THIRD (43RD) REGULAR SESSION OF THE SANGGUNIANG BAYAN HELD ON NOVEMBER 26, 2018, AT THE SANGGUNIANG BAYAN SESSION HALL, NATIONAL HIGHWAY, BRGY. TIMUGAN, LOS BAÑOS, LAGUNA.

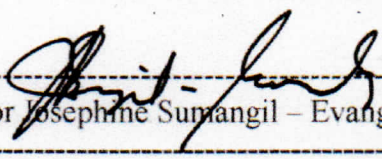

Present : Vice Mayor Procopio A. Alipon, Tagapangulo
S.B. Member Norvin L. Tamisin
S.B. Member Josephine Sumangil-Evangelista
S.B. Member Benedicto S. Alborida
S.B. Member Antonio L. Kalaw
S.B. Member Geronimo A. Ciceron
S.B. Member Cris Dayril B. Bagnes
S.B. Member Jay G. Rolusta,
S.B. Member Janos S. Lapiz, Liga President
S.B. Member Jozylyn N. Manansala, SK Fed. President
Secretary Dona T. Alborida
Ms. Jellyn S. De Una, LLSA-II

Absent : S.B. Member Julius A. Moliñawe (On Leave)

Visitor(s) : None

ORDINANCE NO. 2018-1791

AN ORDINANCE PROVIDING FOR A COMPREHENSIVE ANTI-DISCRIMINATION POLICY ON THE BASIS OF SEXUAL ORIENTATION, GENDER IDENTITY AND EXPRESSION (SOGIE).

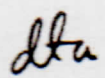
Author : Councilor  Josephine Sumangil – Evangelista 

WHEREAS, Section 11, Article II, of the 1987 Philippine Constitution states that, the State values the dignity of every human person and guarantees full respect for human rights;

WHEREAS, Section 1 (a), Article XIII, of the 1987 Philippine Constitution also states that, the enactment of measures that protect and enhance the right of the people to human dignity, reduce social, economic, and political inequalities, and remove cultural inequities shall be given highest priority;

WHEREAS, Section 1, Article III, of the 1987 Philippine Constitution guarantees that, no person shall be deprived of life, liberty and property without due process of law, nor shall any person be denied the equal protection of the law;





WHEREAS, the Philippines is a state party to several international agreements such as the Universal Declaration of Human Rights (UDHR), International Covenant on Economic, Social and Cultural Rights (ICESCR), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Convention on the Elimination of All Forms of Racial Discrimination (CERD), Convention Against Torture (CAT), International Convention on Civil and Political Rights (ICCPR) and Convention on the Rights of Persons with Disabilities (CRPD), which instruments aim to eliminate all forms of discrimination and abuse;

WHEREAS, the Laguna State Polytechnic University Gender and Development (LSPU GAD) Center shall spearhead cultural, arts, film, sports and other related events including education campaigns on Lesbian, Gay, Bisexual and Transgender (LGBT) issues and concerns. The LSPU GAD Center shall conduct trainings and livelihood programs for the LGBT community in coordination with other city departments/ offices and national government agencies, including private agencies;

WHEREAS, on 17 June 2011, the United Nation (UN) Human Rights Council (HRC) adopted Resolution 17/19 (Human Rights, Sexual Orientation and Gender Identity), which paved the way for the UN Office of the High Commissioner for Human Rights (OHCHR) to issue the first UN report on human rights and sexual and gender identity (SOGI). In the report, evidence of the discrimination faced by people because of their sexual orientation or gender identity was presented including inequities in employment, access to health treatment, care, and support (TCS) and education, as well as criminalization, physical violence and murder (OHCHR, 2011). High Commissioner Navi Pillay challenged UN member states to help write a new chapter in UN history by ending the discrimination faced by LGBT people;

WHEREAS, LGBT persons are target of physical and verbal assault that affect their economic, cultural, social, health, and other well-being. There is no coordinated and comprehensive state or even non-state mechanisms that monitor the instances of discrimination, bias, prejudice, and violence that LGBT persons face due to homophobia, transphobia, and machismo;

WHEREAS, according to research conducted by the Philippine LGBT Hate Crime Watch, of the 141 documented cases of hate crimes from 1996 to 2011, 95 cases involved gay men, 26 involved transgender, 16 involved lesbians and 4 involved bisexuals. From an average of 10 LGBT people murdered between 1996-2008, the number has risen to twelve in 2009, 26 in 2010, and 27 from January to May 2011;

WHEREAS, LGBT persons in the Philippines continue to experience stigma, prejudice and discrimination. This stigma is manifested in actions such as: bullying, teasing, and harassment of LGBT children and adolescents in families, schools, and communities; media portrayal of LGBT persons as frivolous, untrustworthy and even dangerous or predatory; denying transgender Filipinos entry into commercial establishments; pigeonholing LGBT Filipinos into particularly limited roles and occupations; or curtailing their rights to participate in the political sphere;

WHEREAS, on September 26, 2014, the UN HRC adopted a resolution against LGBT Violence and discrimination expressing grave concern at acts of violence and discrimination committed against individuals based on their sexual orientation and gender identity and upholding the rights of the LGBTs. The Philippines was among the twenty-five countries which voted Yes in this landmark UN resolution;

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WHEREAS, the Local Government Unit of Los Banos supports Gender GAD plans, programs and activities; and with the aim of integrating and synchronizing programs and projects of the LGBT community in the Province, and to ensure the effective implementation of said programs;

WHEREAS, it is the policy of the LGU to employ conscious efforts at improving the quality of lives of women and men of all sexual orientations and identities based on sustained, equitable growth and balanced ecology;

NOW, THEREFORE, on motion of Councilwoman Josephine S. Evangelista duly seconded by Councilor Benedicto S. Alborida and approved by the councilors present;

BE IT ORDAINED BY THE SANGGUNIANG BAYAN LOS BAÑOS in session assembled, **THAT**:



SECTION I. TITLE – This Ordinance shall be known “AN ORDINANCE PROVIDING FOR A COMPREHENSIVE ANTI-DISCRIMINATION POLICY ON THE BASIS OF SEXUAL ORIENTATION, GENDER IDENTITY AND EXPRESSION (SOGIE).”

SECTION II. DECLARATION OF POLICY – It is hereby declared a policy of the Municipality of Los Banos to actively work for the elimination of all forms of discrimination that offend the equal protection clause of the Bill of Rights enshrined in the Constitution and other existing laws; and to value the dignity of every person, guarantee full respect for human rights and give the highest priority to measures that protect and enhance the right of all people;

SECTION III. DEFINITION OF TERMS

a) LGBT – refers to a diverse and complex range of identities based on sexual orientation, gender identity and expression (hereinafter “SOGIE”). The term “LGBT” refers to gender and sexuality non-conforming persons, including, but not limited to lesbian, gay, bisexual and transgender persons.

- i. Lesbian – a woman whose emotional, romantic, and sexual energies are geared towards other women;
- ii. Gay – a person who is emotionally and/or physically attracted to members of the same sex. Although all-encompassing, this term refers mainly to men;
- iii. Bisexual – a person who is emotionally and/or physically attracted to members of both the same and opposite sex;
- iv. Transgender – is the state of one’s gender identity (self-identification as woman, man or neither) not matching one’s “assigned sex” (identification by others as male or female based on physical/genetic sex). Transgender does not imply any specific form of sexual orientation; transgender people may identify as heterosexual, homosexual, bisexual, pansexual, polysexual or asexual. The precise definition for transgender remains in flux, but includes:

- Of relating to, or designating a person whose identity does not conform unambiguously to conventional notions of male or female gender roles, but combines or moves between these.
 - People who were assigned a sex, usually at birth and based on their genitals, but who feels that this is a false or incomplete description of themselves.
 - Non- identification with or non-presentation as the sex (and assumed gender) one was assigned at birth.
- b) **DISCRIMINATION** – shall mean any distinction, exclusion, restriction or preference made on the basis of SOGIE which has an effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by a person, group of persons or institutions of their human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field, especially including but not limited to, employment, livelihood, education and basic services;
- c) **SEX** – Sex is a human and civil status of a person acquired by birth having organ and system of reproduction.
- d) **SEXUAL ORIENTATION** – refers to each person’s capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender or the same gender or more than one gender;
- e) **GENDER IDENTITY** – refers to each person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms;
- f) **GENDER EXPRESSION** – is how a person publicly presents one’s gender. This can include behavior and outward appearance such as dress, hair, make-up, body language and voice. A person’s chosen name and pronoun are also common ways of expressing gender;
- g) **EDUCATION** – refers to all types and levels of education, and includes access to education, the standard and quality of education, and the conditions under which it is given;
- h) **EMPLOYMENT** – existence of an employer-employee relationship, which is determined by the four-fold test: 1) selection of the employee; 2) payment of wages; 3) power of dismissal; and 4) power of control. This definition shall apply to regular, probational, contractual, seasonal, and project- based workers. In legitimate contracting or sub-contracting
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arrangements, the contractor/subcontractor shall be deemed the employer of the contractual employee;

- i) ACCOMMODATION – as mentioned herein includes a house, apartment, condominium, townhouse, flat, motel, boarding house, hotel, and dormitory, which are open to the general public. It shall also include the grant of license, clearance, certification or any other document issued by governmental authorities or other private or juridical entities;
- j) GOODS and SERVICES – as applied herein includes but shall not be limited to establishments, individuals and groups of individuals supplying physical goods and services such as restaurants, resorts, hotels, clubs, and shopping malls as well as those providing clearing, repair, maintenance, construction, financial, health, transportation and public utility services
- k) VILIFICATION – The utterance of slanderous and abusive statements done in any activity in public which incites hatred towards, serious contempt for, or severe ridicule towards any person/s on the basis of actual or perceived SOGIE.
- l) PUBLIC RIDICULE – an act of making fun or contemptuous imitating or making mockery of persons whether in writing, or in words, or in action on the basis of actual or perceived SOGIE.

SECTION IV. PROHIBITED ACTS/ ACTS OF DISCRIMINATION – Discrimination is committed when a person treats another less favorably on the basis of actual or perceived SOGIE, than a person treats or would treat another without that attribute, on the same or similar circumstances in employment, education, accommodation, delivery of services, and in other areas, to wit:

- 1. Discrimination in Employment – It shall be unlawful for any employer to discriminate against any person or group of persons on the basis of actual or perceived SOGIE in public or private employment by:
 - a) Denying or limiting rights to trainings, recruitment, promotion, remuneration and other terms and conditions of employment;
 - b) Denying or limiting opportunities to favorable terms and conditions of employment which afford employee advancement, in all areas of public service, including all levels of government service and employment in the Municipality of Los Banos;
 - c) Excluding membership in labor unions or similar organizations;
 - d) Subjecting any employee to workplace harassment or any threat of physical, mental, and verbal violence, intimidation or other threatening disruptive behavior committed by the employer or by another employee;
 - e) Dismissing the employee or subjecting the employee to any other detriment on the basis of actual or perceived SOGIE.

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2. Discrimination in Education – It shall be unlawful for an educational institution, both public and private, along with the institution’s offers and employees, to discriminate against a person on the ground of actual or perceived SOGIE thereof by:
 - a) Unduly delaying, refusing, or failing to accept a person’s application or admission as a student, without prejudice to the right of educational institutions to determine the academic qualifications of their students;
 - b) Providing onerous or unjust terms and conditions for admission of a person as a student;
 - c) Denying or limiting the student’s access to any benefit provided by the educational authority;
 - d) Expelling or subjecting the student to any penalty or any other detriment on the basis of actual or perceived SOGIE;
 - e) Refusing admission, denying acceptance or expelling or dismissing a student from academic, socio-civic organization and associations on the basis of actual or perceived SOGIE;
 - f) Subjecting any student to harassment, bullying, or any threat of physical, mental and verbal violence, intimidation or other threatening disruptive behavior committed by teachers, professors, trainers, administrators or by other students.

3. Discrimination in the delivery of Goods or Services – It shall be unlawful for a person, natural or juridical, whether as principal or agent, to discriminate against a person on the ground of actual or perceived SOGIE by:
 - a) Refusing to provide goods or services and/or imposing onerous terms and conditions to a person on the ground of one’s actual or perceived SOGIE as a prerequisite for providing such goods or services where the said terms and conditions are not imposed on another person under the same or similar circumstances;
 - b) Denying a person’s access to health services and facilities, health insurance, and other related benefits as provided under the law.

4. Discrimination in Accommodation – It is unlawful for a person, natural or juridical, whether as principal or agent, to refuse or limit access to any benefit associated to accommodation, on the ground of actual or perceived SOGIE by:
 - a) Refusing or failing to allow any person to avail of services or accommodation in an apartment, condominium, townhouse, flat, hotel, inn, dormitory, and any other places of dwelling being rented out or offered to the public or for a fee;
 - b) Denying an application for a license, clearance, certification or any other document issued by governmental authorities or other private or juridical entities, on the basis of actual or perceived SOGIE.

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5. Verbal, Non-Verbal Ridicule and Vilification – Any person, natural or juridical, is hereby prohibited from vilifying or ridiculing any person on the basis of actual or perceived SOGIE which could result in the loss of self-esteem of the latter through any of the following acts:
 - a) Making fun or contemptuous imitating or making mockery whether in writing, or in words, or in action;
 - b) Uttering of slanderous and abusive statements;
 - c) Executing any activity in public which incites hatred towards, serious contempt for, or severe ridicule of a person;
 - d) Doing any other analogous act/s of ridicule in any time and place which could intimidate or result in loss of self-esteem of the person.
 - e) Harassment, unjust detention and involuntary confinement – It shall be lawful to commit harassment, unjust detention and involuntary confinement because of one’s actual or perceived SOGIE.
 - f) Disallowance from entry and refusal to serve – It shall be unlawful to refuse entry and/or disallow a person or group of persons from entering any establishment such as restaurants, bars, stores, movie houses, shopping malls, and other places or entertainment and other businesses which are open to the general public; and/or to refuse to attend to, or severe any orders for food, drinks and other goods, consumable and non-consumable; or to subject one to discrimination or harassment in buses, taxis, ships, airplanes, on the basis of actual or perceived SOGIE.
 - g) Promotion of Discrimination Against LGBT – It shall be unlawful to organize groups and activities which promote and incite discrimination against persons based on actual or perceived SOGIE.
 - h) Any Other Analogous Act – Any act of discrimination or harassment based on actual or perceived SOGIE, which demeans the dignity and self-respect of a person or impairs, mars, reduces or nullifies the recognition, enjoyment or exercise of a person’s human and legal rights and basic freedoms in the civil, political, labor, economic social, cultural, educational spheres, and other spheres.

SECTION V. AFFIRMATIVE ACTS – To ensure that the rights of LGBT persons are protected, the following plans and programs shall be adopted in employment, in education, in the delivery of goods and services, accommodation, and other areas, to wit:

1. Affirmative Acts in Employment
 - a) Wage and Benefits for LGBT persons – Every employer in the Municipality of Los Banos shall comply with the minimum wage as stipulated by pertinent legislation passed by Congress and shall grant all LGBT persons benefits afforded under existing laws, such as maternity/paternity leaves, sick and vacation leaves, retirement, and benefits provided under special laws such as in R.A No. 9262, among others;

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- b) Annual Gender Sensitivity, Training including Sexual Orientation, Gender Identity and Expression (SOGIE) – All private offices, commercial/industrial establishments located in the Municipality of Los Banos shall encourage an annual gender sensitivity training or orientation for all employees, including a module on the elimination of all forms of discrimination on the basis of one's actual or perceived SOGIE;
- c) Dissemination to Employees and Posting of the Ordinance – A copy of this ordinance shall be provided to all employees upon engagement by the Hiring Officer or by the Human Resources Officer of any public or private entity where employment is sought. A copy of the ordinance shall be posted in two conspicuous places in the office where the business is located;
- d) Facilities and Support System for Lesbian, Gay, Bisexual and Transgender (LGBT) Persons – All government agencies, private offices, and commercial/industrial establishments shall designate toilet rooms and lavatories labelled as all gender CR.

2. Affirmative Acts in Education

- a) Equal Access to education Opportunities – The Local Government of Los Banos shall ensure equal access to opportunities for LGBT persons in various training and scholarships;
- b) Availability of Anti-Discrimination Materials – All schools, colleges, universities and other educational and training institutions, whether public or private, located in the Municipality of Los Baños shall develop and make available resource materials on gender rights and empowerment, including laws and ordinances pertinent to the elimination of any form of discrimination on the basis of actual or perceived sexual orientation, gender identity and expression (SOGIE), in their libraries;
- c) Elimination of Gender Stereotyping – All schools, colleges, universities and other educational and training institutions, whether public or private, located in the Municipality of Los Baños shall promote the elimination of sex-role stereotyping and gender discriminatory role modelling for students in academics and extra curricular activities;

3. Affirmative Acts in the Delivery of Goods and Services

- a) Delivery of Goods and Services to Eligible Individuals – Establishments supplying physical goods and services shall ensure that goods and services are delivered to eligible individuals in a non-discriminatory manner in accordance with the standards provided under applicable laws;

4. Affirmative Acts in Health

a) Health Services for Lesbian, Gay, Bisexual and Transgender (LGBT) Persons and Capacity-Building and Training for Health Care Providers- In order to ensure that health care services shall be provided in a non-discriminatory manner, the Government of the Municipality of Los Banos, through the City Health Department, shall:

- i. Extend quality health care services and information on reproductive health without regard to one's marital status, age, religious affiliations, sexual orientation, gender identity and expression (SOGIE), personal circumstances and nature of work;
- ii. Monitor and ensure that provisions for gender-sensitive, gender-responsive and accessible health services for lesbian, gay, bisexual and transgender (LGBT) are available both at the hospitals within the Municipality of Los Banos and Health Centers;
- iii. Develop modules for gender-sensitive and gender-responsive health care services and reproductive health information including those used for STDs, HIV, and AIDS; and such shall be integrated in seminars, orientations and education activities;
- iv. Encourage the establishment of an LGBT Desk in every public and private hospital to handle concerns pertaining to the proper administration of medical services to a person with specific needs, according to one's self-identified sexual orientation, gender identity and expression (SOGIE), in order to provide a comprehensive, responsive and accessible health services;
- v. Build the capacities of barangay health workers, schools and community-based health personnel in delivering gender-sensitive and gender responsive health services to the community in coordination with the barangay and non-governmental organizations;
- vi. Oversee implementation of reproductive health programs for all establishments in the Municipality of Los Banos.
- vii. Initiate dedicated measures for LGBT workers to access without discrimination, STD and STI check-ups and treatments, including but not limited to life saving HIV management, prevention, care and support services.
- viii. Initiate a sensitization and training drive in all government health care facilities about the needs of LGBT population vis-avis general health and medical emergencies.

SECTION VI. INCORPORATION OF SOGIE CONCERNS WITH FUNCTIONS OF EXISTING VIOLENCE AGAINST WOMEN AND CHILDREN (VAWC) DESK/HUMAN RIGHTS DESK IN MUNICIPALITY OF LOS BANOS POLICE DEPARTMENT – The Los Baños Police Department is strongly encouraged to handle the specific concerns relating to SOGIE through the existing VAWC/Human Rights Desk in all police stations in the Municipality of Los Baños.

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SECTION VII. COMPOSITION OF THE MUNICIPALITY OF LOS BANOS' PRIDE COUNCIL (MLBPC) – Members of the Secretariat shall be recommended by the Executive Council which shall be composed of the following:

Chairperson: Municipal Mayor;
Co – Chairperson: Municipal Vice Mayor,
Vice – Chairperson: Chairperson, Sangguniang Bayan, Committee on Women, Gender and Family Relations;

Members:

1. Head of the Public Employment Services Office
2. Chief of Business Permits and Licensing Office
3. Superintendent of the Division of City School
4. Representative, Gender Development Council
5. Representative from Non- Government Organizations accredited by the Municipality
6. Head of the Municipal Health Office
7. Representative from Los Banos Police Department
8. Head of the Housing and Community Development and Resettlement Department

SECTION VIII. INCORPORATION OF SOGIE CONCERNS WITH THE FUNCTIONS OF THE EXISTING BARANGAY VIOLENCE AGAINST WOMEN AND CHILDREN (VAWC) DESK – All barangays in the Municipality of Los Banos are strongly encouraged to handle concerns relating to SOGIE through the existing Barangay VAWC Desk.

- a) Develop a system to document and report cases of discrimination and violence against actual or perceived LGBT persons and provide assistance to the victims thereof;
- b) Ensure that barangay officials, barangay security or “tanod” and other barangay workers, including volunteers, undergo training to enable them to respond to victims of gender discrimination and violence against LGBT persons;
- c) Assist the victim in filing the appropriate complaint with the Los Banos Police or other law enforcement agencies;
- d) Ensure that all pertinent documents are forwarded to the Los Banos Police District.

SECTION IX. OVERSIGHT FUNCTIONS OF THE LAGUNA PRIDE COUNCIL UNDER THE ORDINANCE – The Municipality of Los Banos Pride Council (MLBPC) shall perform oversight function over the implementation of this Ordinance, including the implementation of Anti- Discrimination programs provided herein. The MLBPC shall exercise the following principal functions:

- a) Monitor complaints concerning violations of any provision of this Ordinance;
- b) Facilitate and assist the victims of stigma and discrimination to ensure that they have legal representation, counselling and psychological assistance;


- c) Maintain discrimination case documentation, case monitoring system, and set-up a databank to easily access various cases and experiences of stigma and discrimination;
- d) Shall recommend to the Sangguniang Bayan anti-discrimination policies;
- e) Monitor or review all policies embodied in resolutions, ordinances, codes and other policy documents are free from discriminatory statements and provisions and undertake necessary amendments of those provisions to effectively eliminate discrimination, stigma and stereotypes.

SECTION X. **COMMEMORATION OF LGBT EVENTS** – In support of the LGBT community, the LGU of the Municipality of Los Baños shall commemorate the annual celebration of the following:

- a) International Day against Homophobia and Transphobia (IDAHOT) on May 17;
- b) World AIDS Day on December 1; and
- c) Philippine Pride March on the First Saturday of December
- d) Human Rights Day on December 10.

SECTION XI. **APPROPRIATION** – For the effective implementation of this Ordinance, the LGU of the Municipality of Los Baños shall source out funds from the five percent (5%) of the annual budget appropriated to finance the Gender and Development (GAD) plans, projects and programs.

SECTION XII. **ANTI – DISCRIMINATION PROGRAMS** – Fund shall be allocated by the LGU of Los Baños for the implementation of the following programs:

- a) Discrimination Databank and Monitoring;
 - b) Access to Legal Representation of victims of discrimination based on SOGIE;
 - c) Psychological Counselling;
 - d) Anti-Discrimination Campaign;
 - e) Policy review;
 - f) Organization of LGBT persons in the barangay to ensure sectoral representation in the Local Government of Los Baños.
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SECTION XIII. **PERSONS LIABLE** – Any person, natural or juridical, who commits any of the acts herein prohibited, shall be criminally liable and penalized accordingly. In case of juridical persons, such as but not limited to, corporations, partnerships, associations, institutions, whether private or public, the President or head of office, shall also be criminally responsible.

SECTION XIV. **PENALTIES** – Any person held liable under this Ordinance shall be penalized with the following:

- a) 1st offense: One thousand pesos (P1,000.00) fine
 - b) 2nd offense: One thousand five hundred pesos (P1,500.00) fine
 - c) 3rd offense: Two thousand five hundred pesos (P2,500.00)
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- d) In Section 5 and 6 by a fine of Two Thousand Five Hundred Pesos (P2,500) or imprisonment of not more than six (6) months of the top management officer(s) of the business concerned, or both in the discretion of the Court.
- e) The Local Chief Executive/Mayor may cancel/revoke the issuance of the Mayor's Permit to operate its business in Los Baños, Laguna for any violation of this Ordinance, until compliance therewith.

SECTION XV. INDEPENDENT ACTION FOR DAMAGES – Nothing in this Ordinance shall preclude the victim of Discrimination based on actual or perceived sexual orientation, gender identity and expression, from instituting a separate and independent action for damages and other affirmative relief.

SECTION XVI. IMPLEMENTING RULES AND REGULATIONS – Within 60 days from the effectivity of this Ordinance, the Municipality of Los Baños Pride Council, shall jointly formulate, after thorough consultation with multi-sectoral groups and stakeholders, the implementing rules and regulations and guidelines of this Ordinance. The multi-sectoral groups and stakeholders to be consulted shall be composed of experts and representatives from various sectors such as: civil society, LGBT NGOs, LGBT organizations and community-based organizations.

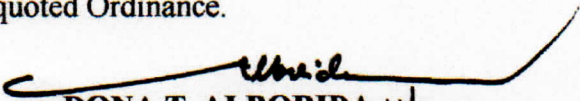
SECTION XVII. REPEALING CLAUSE. All ordinances, rules and regulations or parts not consistent with any provision of this Ordinance are hereby repealed, amended or modified accordingly.

SECTION XVIII. SEPARABILITY CLAUSE. If, for any reasons, any part or provision of this Ordinance shall be declared unconstitutional or invalid by the court, or suspended or revoked by competent authorities, other parts or the provisions thereof which are not affected thereby shall continue to be full force and effect.

SECTION XIX. EFFECTIVITY CLAUSE – This Ordinance shall take effect upon compliance with the posting/publication requirements of the Local Government Code.

ENACTED: November 26, 2018.

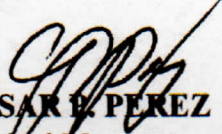
I HEREBY CERTIFY to the correctness of the above-quoted Ordinance.


DONA T. ALBORIDA
Secretary to the Sangguniang Bayan

CERTIFIED ENACTED:

HON. PROCORIO A. ALIPON
Vice Mayor/Presiding Officer *7/17/19*

APPROVED:


HON. CAESAR E. PEREZ
Municipal Mayor *AT*