



Republic of the Philippines
 PROVINCE OF CAGAYAN
 City of Tuguegarao
SEVENTH CITY COUNCIL



EXCERPTS FROM THE MINUTES OF THE 134th REGULAR SESSION
 OF THE SEVENTH CITY COUNCIL OF TUGUEGARAO CITY, CAGAYAN
 HELD ON JUNE 18, 2019, 9:00 A.M., TUESDAY,
 AT THE SANGGUNIAN PANLUNGSOD SESSION HALL

PRESENT:

Hon. Bienvenido C. De Guzman II	City Vice Mayor, Presiding Officer
Hon. Danilo L. Baccay	Sangguniang Panlungsod Member
Hon. Jude T. Bayona	-do-
Hon. Kendrick S. Calubaquib	-do-
Hon. Arnel T. Arugay	-do-
Hon. Gilbert S. Labang	-do-
Hon. Winnoco R. Abraham	-do-
Hon. Mary Marjorie P. Martin-Chan	-do-
Hon. Raymund P. Guzman	-do-
Hon. Grace B. Arago	-do-
Hon. Gil G. Pagulayan	Ex Officio Member (Liga ng mga Barangay President)
Hon. Karen L. Taguinod	Ex Officio Member (SK Federation President)



ABSENT:

Hon. Maila Rosario T. Que	Sangguniang Panlungsod Member (on Official Business)
Hon. Imogen Claire M. Callangan	Sangguniang Panlungsod Member (on Official Time)
Hon. Anthony C. Tuddao	Sangguniang Panlungsod Member

CITY ORDINANCE NO. 13-2019

AN ORDINANCE PROVIDING FOR A COMPREHENSIVE ANTI-DISCRIMINATION POLICY ON THE BASIS OF SEXUAL ORIENTATION, GENDER IDENTITY AND EXPRESSION (SOGIE) AND THE ESTABLISHMENT OF THE “TUGUEGARAO CITY PRIDE COUNCIL”

Sponsors: **Hon. Mary Marjorie P. Martin-Chan**
Hon. Maila Rosario T. Que
Hon. Bienvenido C. De Guzman II
Hon. Danilo L. Baccay
Hon. Jude T. Bayona
Hon. Kendrick S. Calubaquib
Hon. Arnel T. Arugay
Hon. Gilbert S. Labang
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Hon. Grace B. Arago
Hon. Gil G. Pagulayan
Hon. Karen L. Taguinod

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 Constitution 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 the 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 law;



WHEREAS, LGBTQ persons are targets of physical and verbal assaults that affect their economic, cultural, social, health 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 LGBTQ persons face due to homophobia, transphobia and machismo;

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

WHEREAS, the City of Tuguegarao, in its desire to value the dignity of every human person, guarantees full respect for human rights, gives the highest priority to the protection and enhancement of the right of the people to human dignity, reduces social, economic and political inequalities, removes cultural inequities and exercises the equal protection of law, promote and campaign against the discrimination of the LGBTQ community on the basis of sexual orientation, gender identity and expression (SOGIE);

WHEREAS, it is in the best interest of the welfare of the people of Tuguegarao City to create a comprehensive anti-discrimination policy on the basis of sexual orientation, gender identity and expression (SOGIE) and to establish the Tuguegarao City Pride Council.

NOW, THEREFORE,

Be it ORDAINED by the Sangguniang Panlungsod of the City of Tuguegarao, Cagayan, in regular session assembled that:

SECTION 1. TITLE. This Ordinance shall be known as the **“TUGUEGARAO CITY PRIDE ORDINANCE.”**

SECTION 2. DEFINITION OF TERMS. For purposes of this Ordinance, the following terms are defined as follows:

- a. Accommodation – includes a house, apartment, condominium, townhouse, flat, motel, boarding house and dormitory which are open to the 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.
- b. Discrimination – shall mean any distinction, exclusion, restriction or preference made on the basis of sexual orientation, gender identity and expression (SOGIE) which has an effect or purpose of impairing or nullifying the recognition, enjoyment or exercise of 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. 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.
- d. Employment – refers to the existence of an employer-employee relationship which is determined by the four-fold test: a) selection of the employee; 2) payment of wages; 3) power of dismissal; and, 4) power of control. This definition shall apply to register, probational, contractual, seasonal, and project-based workers. In legitimate contracting or subcontracting arrangements, the contractor/subcontractor shall be deemed the employer of the contractual employee.
- e. Gender Expression – shall mean 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.
- f. Gender Identity – refers to each person’s deeply felt internal and experience of gender which may or may not correspond with the sex assigned at birth, including the personal sense of 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.

- g. 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, clubs and shopping malls as well as those providing cleaning, repair, maintenance, construction, financial, health, transportation and public utility services.
- h. LGBT – refers to a diverse and complex range of identities based on sexual orientation, gender identity and expression (SOGIE). The term shall also refer to gender and sexuality non-conformity persons including, but not limited to, lesbian, gay, bisexual, transgender and queer (LGBTQ) persons.
 - 1. Lesbian – a woman whose emotional, romantic and sexual energies are geared towards other women;
 - 2. 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;
 - 3. Bisexual – a person who is emotionally and/or physically attracted to members of both the same and the opposite sex;
 - 4. Transgender – the state of one’s gender identity (self-indication 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 remains flux but includes:
 - i. 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
 - ii. people who were assigned a sex, usually at birth and based on their genitals, but who feel that this is false or incomplete description of themselves
 - iii. non-identification with or non-presentation of the sex (and assumed gender) one was assigned at birth
 - 5. Queer – denoting or relating to a sexual or gender identity that does not correspond to established ideas of sexuality and gender especially heterosexual norms.
- i. Public Ridicule – shall mean an act of making fun or contemptuous imitating or making mockery of persons whether in writing or in speech, or in action on the actual or perceived sexual orientation, gender identity and expression (SOGIE).
- j. Sex – refers to the human and civil status of a person acquired by birth having an organ and a system of reproduction.
- k. 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.
- l. Vilification – refers to 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 sexual orientation, gender identity and expression (SOGIE).

SECTION 3. DECLARATION OF POLICY. It is hereby declared a policy of Tuguegarao City 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 Philippine 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 4. ESTABLISHMENT OF THE “TUGUEGARAO CITY PRIDE COUNCIL.” The “TUGUEGARAO CITY PRIDE COUNCIL” (TCPC) is hereby created.

- a. **Composition.** The Council shall be headed by the Mayor as its ex officio chairman and shall have four (4) members who include the following: City Social Welfare and Development Office



Representative, Liga ng mga Barangay Representative, Sangguniang Kabataan Representative and Tuguegarao LGBTQ Federation Representative.

b. **Functions.** The Council shall have the following functions:

1. Integrating and synchronizing programs and projects for the LGBTQ Community in the city and ensuring effective implementation of said programs.
2. Spearheading cultural, arts, film, sports, and other related events including education campaigns on LGBTQ issues and concerns.
3. Spearheading activities and programs to address concerns and violations to this Ordinance.
4. Representing the LGBTQ community of the city always aiming to promote and campaign for their rights.
5. Conducting trainings and livelihood programs for the LGBTQ community in coordination with other city departments/offices and national government agencies including private agencies.
6. Performing oversight functions over the implementation of this Ordinance including the implementation of Anti-Discrimination programs provided herein.
7. Monitoring complaints concerning violations of any provisions of this Ordinance.
8. Facilitating and assisting the victims of stigma and discrimination to ensure that they have legal representation, counselling and psychological assistance.
9. Maintaining discrimination case documentation and case monitoring system, and setting-up a databank to easily access various cases and experiences of stigma and discrimination.
10. Monitoring or reviewing all policies embodied in resolutions, ordinances, codes and other policy documents to determine if they are free from discriminatory statements and provision, and undertaking necessary amendments of those provisions to effectively eliminate discrimination, stigma and stereotyping LGBTQs.

SECTION 5. ESTABLISHMENT OF THE TUGUEGARAO CITY LGBTQ FEDERATION. The City Social Welfare and Development Office shall spearhead the establishment of the Federation within sixty (60) days from the approval of this Ordinance. Each barangay in Tuguegarao City shall have its own LGBTQ Officers and from them shall be selected the Tuguegarao City LGBTQ Federation Officers.

The officers of the Federation shall include the following: President, Vice President, Secretary General, Treasurer, 5 Press Relation Officers (1 per cluster) and 5 Board of Directors (1 per cluster).

The Federation, after its establishment, shall be independent and shall pursue formal and legal means to be such.

SECTION 6. PROHIBITED ACTS/ACTS OF DISCRIMINATION. Discrimination is committed when a person treats another less favorably on the basis of actual or perceived sexual orientation, gender identity and expression (SOGIE) than a person treats or would treat another without that attribute, on the same or similar circumstances in employment, education, delivery of goods and services, and in other areas, to wit:

- a. **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 sexual orientation, gender identity and expression (SOGIE), in public or private employment, by:
 1. Denying or limiting rights to trainings, recruitment, promotion, remuneration and other terms and conditions of employment.
 2. 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 Tuguegarao City.
 3. Excluding membership in labor unions or similar organizations.
 4. Subjecting any employee to workplace harassment or any threat of physical, mental and verbal violence, intimidation or other threatening disruptive behaviors committed by the employer, or by the employee.
 5. Dismissing the employee or subjecting the employee to any other detriment on the basis of actual or perceived sexual orientation, gender identity and expression (SOGIE).
- b. **Discrimination in Education** – It shall be unlawful for an educational institution, both public and private, along with the institution's officers and employees, to discriminate against a person on the ground of actual or perceived sexual orientation, gender identity and expression (SOGIE) thereof by:

1. 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.
 2. Providing onerous or unjust terms and conditions for admission of a person as a student.
 3. Denying or limiting the student's access to any benefit provided by the authority.
 4. Expelling or subjecting the student to any penalty or any other detriment on the basis of actual or perceived sexual orientation, gender identity and expression (SOGIE).
 5. Refusing admission, denying acceptance or expelling or dismissing a student from academic, organizations, and socio-civic organizations and associations on the basis of actual or perceived sexual orientation, gender identity and expression (SOGIE).
 6. 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.
- c. 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 sexual orientation, gender identity and expression (SOGIE) by:
1. Refusing to provide and/or serve goods or services, consumable or non-consumable, and/or imposing terms and conditions to a person on the ground of one's actual or perceived sexual orientation, gender identity and expression (SOGIE) as a prerequisite in providing and/or serving goods or services where the said terms and conditions are not imposed to another person under the same or similar circumstances.
 2. Disallowing a person or group of persons from entry or refusing a person or group of persons from entering any establishment such as restaurants, bars, stores, movie houses, shopping malls and other businesses which are generally open to the public.
 3. Subjecting one to discrimination or harassment in buses, taxis, ships, airplanes and other modes of transportation on the basis of actual or perceived sexual orientation, gender identity and expression (SOGIE).
 4. Denying a person's access to health services and facilities, health insurance and other related benefits as provided under the law.
- d. 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 sexual orientation, gender identity and expression (SOGIE) by:
1. Refusing or failure 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.
 2. Denying an application for a license, clearance, certification or any other document issued by governmental authorities or any other private or juridical entities on the basis of actual or perceived sexual orientation, gender identity and expression (SOGIE).
- e. Verbal, Non-Verbal Ridicule and Vilification – Any person, natural or juridical, is hereby prohibited of vilifying or ridiculing any person on the basis of actual or perceived sexual orientation, gender identity and expression (SOGIE) which could result in the loss of self-esteem of the latter through any of the following acts:
1. Making fun or contemptuous imitating or making a mockery whether in writing, in speech or in action.
 2. Uttering of slanderous and abusive statements.
 3. Executing any activity in public which incites hatred towards, serious contempt for or severe ridicule of a secure.
 4. Doing any other analogous acts of ridicule in anytime and place which could intimidate or result in loss of self-esteem of the person.
- f. Harassment, Unjust Detention and Involuntary Confinement – It shall be unlawful to commit harassment, unjust detention and involuntary confinement on the basis of actual or perceived sexual orientation, gender identity and expression (SOGIE).
- g. Promotion of Discrimination Against LGBTQ – It shall be unlawful to organize groups and activities which promote and incite discrimination against persons based on actual or perceived sexual orientation, gender identity and expression (SOGIE).



- h. Sexual Orientation or Gender Identity – Preventing a child under parental authority, custody or guardianship from exhibiting or expressing one’s sexual orientation or gender identity or expression by inflicting or threatening to inflict bodily or physical harm against the child or by causing mental or emotional suffering of the child through intimidation, harassment, public ridicule or humiliation, repeated verbal abuse or other similar means, or in general, commit any act or omission prejudicial to the welfare and interest of the child as a result of the bias against the sexual orientation or gender identity of the child.
- i. Any Other Analogous Act – Any act of discrimination or harassment based on actual or perceived sexual orientation, gender identity and expression (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 and educational spheres, and other spheres.

SECTION 7. AFFIRMATIVE ACTS. To ensure that the rights of LGBTQ persons are protected, the following plans and programs shall be adopted in employment, in education, in the delivery of goods and services, in accommodation, and other areas:

a. Affirmative Acts of Employment

- 1. Wage and Benefits for LGBTQ persons – Every employer in Tuguegarao City shall comply with the minimum wage stipulated by the Regional Wage Board or as stipulated by pertinent legislation passed by Congress and shall grant all LGBTQ persons benefits afforded under existing laws such as maternity/paternity leaves, sick and vacation leaves, retirement benefits, and benefits provided under special laws such as RA No. 9262, among others.
- 2. Issuance of Annual Gender Sensitivity Training certificate including Sexual Orientation, Gender Identity and Expression (SOGIE) – All private offices and commercial/industrial establishments located in Tuguegarao City shall encourage an annual gender sensitivity training or orientation for all employees including module on the elimination of all forms of discrimination on the basis of one’s actual or perceived sexual orientation, gender identity and expression (SOGIE).
- 3. 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 the Human Resources Officer of any public or private entity where employment is sought. A copy of this Ordinance shall be posted in two conspicuous places in the office where the business is located.
- 4. Facilities and Support System for LGBTQ persons – All government agencies, private offices, and commercial/industrial establishments shall designate toilet rooms and lavatories labeled “All Gender CR.”

b. Affirmative Acts in Education

- 1. Equal Access to Education Opportunities – The Tuguegarao City Government shall endorse equal access to opportunities to LGBTQ persons in various trainings and scholarships.
- 2. Availability of Anti-Discrimination Materials – All schools, colleges, universities and other educational and training institutions, whether public or private, located in Tuguegarao City, 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 actual or perceived sexual orientation, gender identity and expression (SOGIE) in their libraries and/or guidance offices.
- 3. Elimination of Gender Stereotyping – All schools, colleges, universities and other educational training institutions, whether public or private, located in Tuguegarao City shall promote the elimination of sex-role stereotyping and gender-discriminatory role modeling for students in academics and extra-curricular activities.

c. Affirmative Acts in the Delivery of Goods and Services

- 1. 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 the applicable laws.

d. Affirmative Acts in Accommodation

1. Health Services for LGBTQ 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 Tuguegarao City Government, through the City Health Office, shall:
 - i. Extend quality health care services and information on reproductive health without regard to one's status, age, religious affiliations, sexual orientation, gender identity and expression (SOGIE), personal circumstance and nature of work;
 - ii. Monitor and ensure that provisions for gender-sensitive, gender-responsive and accessibility health services for LGBTQs are available both at the hospitals within the city and in Barangay 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 LGBTQ Desk in every public or 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 Tuguegarao City-based establishments;
 - vii. Initiate declared measures for LGBTQ workers to access, without discrimination, Sexually Transmitted Disease (STD) and Sexually Transmitted Infections (STI) check-ups and treatments including, but not limited to, life-saving Human Immunodeficiency Virus (HIV) management, prevention care and support services; and,
 - viii. Initiate a sensitization and training drive in all government health care facilities about the needs of LGBTQ population vis-à-vis general health and medical emergencies.
2. Compliance of Government Agencies – All government agencies are encouraged to promote anti-discrimination on the basis of sexual orientation, gender identity and expression (SOGIE) by conducting GAD and sexual orientation, gender identity and expression (SOGIE) related seminars for their employees. Anti-discrimination materials should also be available in their human resource offices. Every government agency must also put up a conspicuous signage stating that discrimination on the basis of sexual orientation, gender identity and expression (SOGIE) is punishable under this Ordinance.

SECTION 8. INCORPORATION OF SEXUAL ORIENTATION, GENDER IDENTITY AND EXPRESSION (SOGIE) CONCERNS WITH THE FUNCTIONS OF EXISTING VIOLENCE AGAINST WOMEN AND CHILDREN (VAWC)/HUMAN RIGHTS DESK IN ALL POLICE STATIONS IN TUGUEGARAO CITY – Police stations are strongly encouraged to handle the specific concerns relating to sexual orientation, sexual orientation, gender identity and expression (SOGIE) through the existing VAWC/Human Rights Desk.

SECTION 9. INCORPORATION OF SEXUAL ORIENTATION, GENDER IDENTITY AND EXPRESSION (SOGIE) CONCERNS WITH THE FUNCTIONS OF THE EXISTING BARANGAY VAWC DESK – All barangays in Tuguegarao City are strongly encouraged to handle concerns relating to sexual orientation, gender identity and expression (SOGIE) through the existing VAWC Desk.

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

SECTION 10. COMMEMORATION OF LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEERS (LGBTQs) EVENTS. In support of the LGBTQ community, the Tuguegarao City Government shall commemorate the annual celebration of the following:

- International day against Homophobia and Transphobia (IDAHOT) on May 17;
- Philippine Pride March on the first Saturday of December;
- World AIDS Day on December 1; and,
- Human Rights Day on December 10.

SECTION 11. APPROPRIATION. For the effective implementation of this Ordinance, the City Government of Tuguegarao shall source out funds from the five percent (5%) of the annual budget appropriated to finance Gender and Development (GAD) plans, projects and programs.

SECTION 12. ANTI-DISCRIMINATION PROGRAMS. Fund shall be allocated by the City Government of Tuguegarao for the implementation of the following programs:

- Discrimination Databank and Monitoring;
- Access to Legal Representation of Victims of Discrimination based on Sexual Orientation, Gender Identity and Expression (SOGIE);
- Psychological Counselling;
- Anti-Discrimination Campaign;
- Policy Review; and,
- Organization of LGBTQ persons in the Barangay to Ensure Sectoral Representation in the City Government

SECTION 13. 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 14. PENALTIES. Any person held liable under this Ordinance shall be penalized with imprisonment of not less than sixty (60) days but not more than one (1) year and/or a fine of not less than One Thousand Pesos (P1,000.00) but not to exceed Five Thousand Pesos (P5,000.00), or both at the discretion of the Court, without prejudice to any applicable criminal, civil, or administrative action that may be instituted under the provision of existing laws.

SECTION 15. INDEPENDENT ACTION FOR DAMAGES. Nothing in this Ordinance shall preclude the victim of discrimination based on the actual or perceived sexual orientation, gender identity and expression (SOGIE) from instituting a separate and independent action for damages and other affirmative relief.

SECTION 16. INFORMATON AND DISSEMINATION. The Tuguegarao City Information Office in coordination with the Office of the City Mayor shall develop a plan of action for the dissemination of the Ordinance and education of the relevant stakeholders regarding the same.

SECTION 17. IMPLEMENTING RULES AND REGULATIONS. Within sixty (60) days from the effectivity of this Ordinance, the Office of the City Mayor together with the Tuguegarao City Pride Council (TCPC) if already established 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 shall be composed of experts and representatives from various sectors such as: civil society, LGBTQ non-government organizations, LGBTQ organizations and community-based organizations.

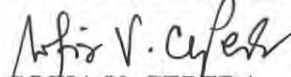
SECTION 18. SEPARABILITY CLAUSE. If any part of this Ordinance is declared void, unconstitutional or unlawful, such declaration shall not affect or impair the remaining provisions, sections or parts thereof which shall remain or continue to be in full force and effect.

SECTION 19. REPEALING CLAUSE. All previous ordinances inconsistent with this Ordinance shall be deemed repealed or modified accordingly.

SECTION 20. EFFECTIVITY. This Ordinance shall take effect fifteen (15) days after its publication in a local newspaper of general circulation and posting for three (3) consecutive weeks in all conspicuous places in the City. Implementation of this ordinance shall be in accordance with Section 17.


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I HEREBY CERTIFY TO THE CORRECTNESS OF THE FOREGOING:


SOFIA V. CEPEDA

Assistant Secretary to the Sanggunian

ATTESTED:


HON. BIENVENIDO C. DE GUZMAN II

City Vice Mayor
Presiding Officer

Date: JUNE 17, 2019

APPROVED:


HON. ATTY. JEFFERSON P. SORIANO

City Mayor

Date: 06/19/19

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