



Republic of the Philippines

SANGGUNIAN NG PANLALAWIGAN NG BATANGAS

Office of the Provincial Secretary

Room 101, Gat Apolinario A. Mabini Building, Northwest Corner, Laurel Park, Capitol Compound, Batangas City 4200
 SMART Mobile: 0929-344-3687 * GLOBE Handyphone: 0916-722-8907 * E-Mail Address: bdjnepales1959@yahoo.com
 Secretary's Office: (043) 723-0103 w/ Telefax * Secretariat: (043) 980-5395



Benjamin d J Nepales
 Provincial Secretary

February 17, 2014

Ms. REGINA M. AALA
 Sangguniang Panlungsod Secretary
 Tanauan City

Dear Sir / Madame:
 Mahal na Ginoo / Binibini:

Warmest greetings!
 Maalab na pagbati!

We are cordially furnishing you, – for your information and/or appropriate action – copy of a passed /
 Magalang po namin kayong pinahahatiran para sa inyong kabatiran o karampatang hakbang, ng sipi ng ipinasa /

enacted Sangguniang Panlalawigan Resolution/Ordinance numbered and titled:
 isinabatas ng Sangguniang Panlalawigan na Kapasyahan/ Kautusang Pambayan na may bilang at paksa na:

RESOLUTION NO. 022 dated January 22, 2014

APPROVING RESOLUTION NO. 13-193/CITY ORDINANCE NO. 2013-12 OF TANAUAN CITY,
 BATANGAS DATED NOVEMBER 18, 2013 ENTITLED "ORDINANCE PROHIBITING
 DISCRIMINATION IN TANAUAN CITY ON THE BASIS OF DISABILITY, AGE, HEALTH STATUS,
 SEXUAL ORIENTATION AND GENDER IDENTITY, ETHNICITY AND RELIGION", SUBJECT TO
 EXISTING LAWS, RULES AND REGULATIONS

Please acknowledge receipt of the same. Thank you.
 Mangyari pong ipabatid ninyo sa amin ang pagkakatanggap nito. Salamat po.

One with you in the service of the people, I remain,
 Kaisa ninyo sa paglilingkod sa mamamayan, ako'y nananatiling,

Very truly yours,
 Lubos na sumasainyo,

BENJAMIN D.J. NEPALES
 Provincial Secretary
 (Panlalawigang Kalihim)

*Publication
 see People's Courier
 Feb 10-16 2014*

CF: (Binigyang sipi)

- Ms. ROSITA MASANGKAY, Provincial Librarian
 Capitol Hill, Batangas City

*If in the midst of friends and foes alike.
 No One dares to stand up and rectify the Wrongs
 Let him be the Coward who will have to bear and witness to his own inadequacy!*



Sangguniang Panlalawigan ng Batangas

Gat Apolinario M. Mabini Legislative Building, Northwest Corner, Laurel Park, Capitol Compound, Batangas City 4200

EXCERPT FROM THE MINUTES OF THE THIRD REGULAR SESSION OF THE
SANGGUNIAN PANLALAWIGAN NG BATANGAS HELD ON WEDNESDAY,
JANUARY 22, 2014, FROM 1:24 P.M. AT THE SALVADOR H. LAUREL
SESSION HALL, APOLINARIO M. MABINI LEGISLATIVE BUILDING,
CAPITOL SITE, BATANGAS CITY

PRESENT:

<i>Hon. Mabelle D. Virtusio</i>	<i>Board Member- Fourth District</i>
	<i>Temporary Presiding Officer</i>
<i>Hon. Jose Antonio S. Leviste II</i>	<i>Vice Governor</i>
<i>Hon. Ramon I. Bausas</i>	<i>Board Member- First District</i>
<i>Hon. Roman H. Rosales</i>	<i>Board Member- First District</i>
<i>Hon. Dexter R. Buted</i>	<i>Board Member- Second District</i>
<i>Hon. Mario Vittorio A. Mariño</i>	<i>Board Member- Second District</i>
<i>Hon. Amelia E. Alvarez</i>	<i>Board Member- Second District</i>
<i>Hon. Alfredo C. Corona</i>	<i>Board Member- Third District</i>
<i>Hon. Divina G. Balba</i>	<i>Board Member- Third District</i>
<i>Hon. Amado Carlos A. Bolilia IV</i>	<i>Board Member- Fourth District</i>
<i>Hon. Herminigildo J. Dolor</i>	<i>Board Member- ABC President</i>

ON OFFICIAL BUSINESS:

<i>Hon. Kathleen C. Briones</i>	<i>Board Member- President of</i>
	<i>Provincial Councilors' League</i>

SICK LEAVE:

<i>Hon. Rowena S. Africa</i>	<i>Board Member- Fourth District</i>
------------------------------	--------------------------------------

RESOLUTION NO. 022
Year 2014

APPROVING RESOLUTION NO. 13-193/CITY ORDINANCE NO. 2013-12 OF TANAUAN CITY, BATANGAS DATED NOVEMBER 18, 2013 ENTITLED "ORDINANCE PROHIBITING DISCRIMINATION IN TANAUAN CITY ON THE BASIS OF DISABILITY, AGE, HEALTH STATUS, SEXUAL ORIENTATION AND GENDER IDENTITY, ETHNICITY AND RELIGION", SUBJECT TO EXISTING LAWS, RULES AND REGULATIONS

WHEREAS, the Honorable Board Member Divina G. Balba, Chairperson of the Sangguniang Panlalawigan Committee on Women, Family & the Elderly brought to the floor in today's regular session, the following joint committee report, to wit:

"COMMITTEE ON WOMEN, FAMILY & THE ELDERLY
COMMITTEE ON LAWS, RULES & ORDINANCES
COMMITTEE ON HUMAN RIGHTS

The Honorable JOSE ANTONIO S. LEVISTE
Vice-Governor & Presiding Officer
Sangguniang Panlalawigan
This Province

The Committee on Women, Family and the Elderly, the Committee on Laws, Rules and Ordinances and the Committee on Human Rights has the honor to submit this Committee Report, for consideration and approval of this august body, viz;

Subject:

RESOLUTION 13-193/ CITY ORDINANCE NO. 2013-12 OF TANAUAN CITY ENTITLED "ORDINANCE PROHIBITING DISCRIMINATION IN TANAUAN CITY ON THE BASIS OF DISABILITY, AGE, HEALTH STATUS, SEXUAL ORIENTATION AND GENDER IDENTITY, ETHNICITY AND RELIGION".

Background:

The said City Ordinance was referred to this committee during its regular session held on December 11, 2013 for review and recommendations pursuant to Republic Act 7160.

Findings:

After careful study of the subject matter, the Committee on Women, Family and the Elderly, the Committee on Laws, Rules and Ordinances and the Committee on Human Rights found out that the Resolution 13-193/City Ordinance No. 2013-12 of Tanauan City is within the power conferred upon the Sangguniang Panlungsod.

The said ordinance aims to promote Article III, Section I of the Bill of Rights of the 1987 Philippine Constitution for the equal treatment of all individuals. It mandates to protect its citizens against all forms of discriminatory acts as it gives equal opportunity to all people in the locality to the programs and services of the City Government regarding educations, accreditation, medical and other health services and access to private and public establishment.

Furthermore, the Ordinance No. 2013-12 of Tanauan City, Batangas is in accordance with the Bill of Rights of the 1987 Philippine Constitution.

Recommendations:

In view of the above findings, the Committee on Women, Family and the Elderly, the Committee on Laws, Rules and Ordinances and the Committee on Human Rights respectfully recommends for the approval of **RESOLUTION 13-193/CITY ORDINANCE NO. 2013-12** dated November 18, 2013 of Tanauan City, Batangas subject to existing laws, rules and regulations.

(SGD.)

DIVINA G. BALBA

Chairperson - Committee on Women, Family and the Elderly

(SGD.)

MABELLE D. VIRTUSIO

Vice Chairperson

(SGD.)

AMELIA E. ALVAREZ

Member

ROWENA S. AFRICA

Member

(SGD.)

ROMAN H. ROSALES

Member

(SGD.)

RAMON I. BAUSAS

Chairperson - Committee on Laws, Rules and Ordinances

(SGD.)
JOSE ANTONIO S. LEVISTE II
Vice Chairperson

(SGD.)
ROMAN H. ROSALES
Member

(SGD.)
MABELLE D. VIRTUSIO
Member

(SGD.)
ALFREDO C. CORONA
Member

ROWENA S. AFRICA
Chairperson - Committee on Human Rights

(SGD.)
RAMON I. BAUSAS
Vice Chairperson

(SGD.)
MARIO VITTORIO A. MARIÑO
Member

(SGD.)
AMADO CARLOS A. BOLILIA IV
Member

(SGD.)
MABELLE D. VIRTUSIO
Member

WHEREAS, the foregoing report was duly adopted and approved by the august Body.

WHEREFORE, on motion by the Honorable Board Member Divina G. Balba, duly seconded by the Honorable Board Members Mario Vittorio A. Mariño, Amado Carlos A. Bolilia IV and Dexter R. Buted,


RESOLVED, as it is hereby resolved, that the Resolution No. 13-193/City Ordinance No. 2013-12 of Tanauan City, Batangas dated November 18, 2013 entitled "ORDINANCE PROHIBITING DISCRIMINATION IN TANAUAN CITY ON THE BASIS OF DISABILITY, AGE, HEALTH STATUS, SEXUAL ORIENTATION AND GENDER IDENTITY, ETHNICITY AND RELIGION", be APPROVED, as the same is hereby APPROVED, subject to existing laws, rules and regulations.

APPROVED: Wednesday, 22 January 2014 A.D. at Batangas City.

I HEREBY CERTIFY to the correctness of the foregoing Resolution No. 022, Year 2014 approved by the Sangguniang Panlalawigan ng Batangas during its Third Regular Session held on January 22, 2014.


BENJAMIN D.J. NEPALES
Provincial Board Secretary

ATTESTED:


MABELLE D. VIRTUSIO
Board Member
Temporary Presiding Officer

People's Courier, Inc.,

(Sun. Star People's Courier)
157 D. Silang S., Batangas City
Tel. No. (043) 723-8416
Telefax No. (043) 723-8995

No. 020558

Affidavit of Publication

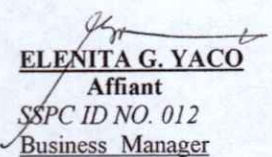
(REPUBLIC OF THE PHILIPPINES)
BATANGAS CITY) S.S

I, ELENITA G. YACO, of legal age, resident of 386 Int P. Burgos St. Batangas City, after being duly sworn to in accordance with law, depose and say; That the undersigned is the Business Manager of PEOPLE'S COURIER (Sun.Star People's Courier), a newspaper of general circulation in the Province of Batangas and key cities of CALABARZON edited at BATANGAS CITY.

That judicial order/notice re :

Publication re : Res. 13-193 – Approving City Ordinance 2013-13 of Tanauan City

which is hereby attached, was published in the said paper Feb. 10, 2014.


ELENITA G. YACO

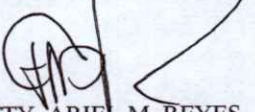
Affiant

SSPC ID NO. 012

Business Manager

Designation

SUBSCRIBED and sworn to before me this 10th day of February, 2014 at Batangas City Affiant exhibiting to me his/her Social Security System ID no. 04-0223682-5


ATTY. ARIEL M. REYES

Notary Public

My Commission Expires on
December 31, 2014

PTR No. 13876123/Jan. 2, 2014

Batangas City

Roll No. 45774

Doc No. 27
Page No. 12
Book No. XLI-A
Series of 2014

People's Courier, Inc.,

(Sun. Star People's Courier)
157 D. Silang S., Batangas City
Tel. No. (043) 723-8416
Telefax No. (043) 723-8995

No. 020558

Affidavit of Publication

(REPUBLIC OF THE PHILIPPINES)
BATANGAS CITY) S.S

I, ELENITA G. YACO, of legal age, resident of 386 *Int P. Burgos St. Batangas City*, after being duly sworn to in accordance with law, depose and say; That the undersigned is the Business Manager of PEOPLE'S COURIER (Sun.Star People's Courier), a newspaper of general circulation in the Province of Batangas and key cities of CALABARZON edited at BATANGAS CITY.

That judicial order/notice re :

Publication re : Res. 13-193 – Approving City Ordinance 2013-13 of Tanauan City

which is hereby attached, was published in the said paper Feb. 10, 2014.


ELENITA G. YACO

Affiant

SSPC ID NO. 012

Business Manager

Designation

SUBSCRIBED and sworn to before me this 10th day of February, 2014 at Batangas City Affiant exhibiting to me his/her Social Security System ID no. 04-0223682-5


ATTY. ARIEL M. REYES

Notary Public

My Commission Expires on
December 31, 2014

PTR No. 13876123/Jan. 2, 2014

Batangas City

Roll No. 45774

Doc No. 27 ;

Page No. 12 ;

Book No. XLI -A

Series of 2014

People's Courier, Inc.,

(Sun. Star People's Courier)
157 D. Silang S., Batangas City
Tel. No. (043) 723-8416
Telefax No. (043) 723-8995

No. 020558

Affidavit of Publication

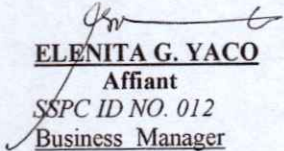
(REPUBLIC OF THE PHILIPPINES)
BATANGAS CITY) S.S

I, ELENITA G. YACO, of legal age, resident of 386 Int P. Burgos St. Batangas City, after being duly sworn to in accordance with law, depose and say; That the undersigned is the Business Manager of PEOPLE'S COURIER (Sun.Star People's Courier), a newspaper of general circulation in the Province of Batangas and key cities of CALABARZON edited at BATANGAS CITY.

That judicial order/notice re :

Publication re : Res. 13-193 – Approving City Ordinance 2013-13 of Tanauan City

which is hereby attached, was published in the said paper Feb. 10, 2014.


ELENITA G. YACO

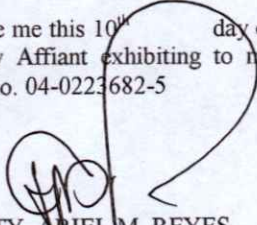
Affiant

SSPC ID NO. 012

Business Manager

Designation

SUBSCRIBED and sworn to before me this 10th day of February, 2014 at Batangas City Affiant exhibiting to me his/her Social Security System ID no. 04-0223682-5


ATTY. ARIEL M. REYES

Notary Public

My Commission Expires on

December 31, 2014

PTR No. 13876123/Jan. 2, 2014

Batangas City

Roll No. 45774

Doc No. 27;
Page No. 12;
Book No. XLI-A
Series of 2014



Republic of the Philippines
Province of Batangas
CITY OF TANAUAN

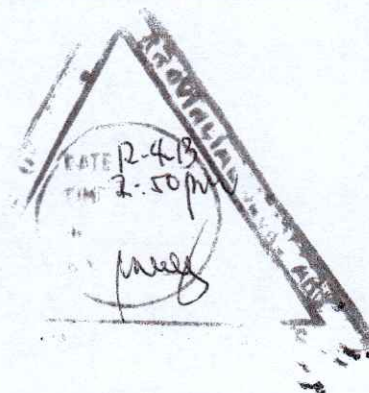
OFFICE OF THE SANGGUNIANG PANLUNGSOD
TANAUAN *City of Colors*

Website: www.tanauacity.gov.ph Tel no: (043) 778-5034/702-2483



1st Indorsement

December 3, 2013



Respectfully forwarded to the **Honorable JOSE ANTONIO "MARK" LEVISTE**, Vice Governor and Presiding Officer, Sangguniang Panlalawigan of Batangas, thru the Office of the Provincial Secretary, the herein contained Res. No. 13-193 of the Sangguniang Panlungsod of the City of Tanauan approving City Ordinance No. 2013-12 entitled "AN ORDINANCE PROHIBITING DISCRIMINATION IN TANAUAN CITY ON THE BASIS OF DISABILITY, AGE, HEALTH STATUS, SEXUAL ORIENTATION AND GENDER IDENTITY, ETHNICITY AND RELIGION".

ATTY. JHOANNA C. CORONA
City Vice Mayor and Presiding Officer



Republic of the Philippines
Province of Batangas
CITY OF TANAUAN



Office of the Sangguniang Panlungsod

EXCERPTS FROM THE MINUTES OF THE 21st REGULAR SESSION OF THE
SANGGUNIANG PANLUNGSOD OF THE CITY OF TANAUAN, BATANGAS HELD
AT THE BULWAGANG FELIX E. EBRON SESSION HALL
DR. SALVADOR "DOY" H. LAUREL MEMORIAL BUILDING,
CITY OF TANAUAN, BATANGAS ON NOVEMBER 18, 2013

PRESENT:

HON. ATTY. JHOANNA C. CORONA

City Vice Mayor
and Presiding Officer
Member,
Member,
Member,
Member,
Member,
Member,
Member,
Member, and
Member.

Hon. Herman G. Trinidad,
Hon. BGen. Benedicto C. Corona (Ret.),
Hon. Dr. Marissa M. Tabing,
Hon. Atty. Gileen V. Canobas
Hon. Atty. Epimaco R. Magpantay,
Hon. Marcial V. Goguanco Jr.,
Hon. Joseph M. Castillo,
Hon. Marcelo Eric O. Manglo,
Hon. Angel V. Atienza,

ON LEAVE:

Hon. Polmark L. Fajardo,

Member, (ABC President).

ABSENT:

Hon. Simeon M. Platon,
Hon. Evangela Clio M. Canobas,

Member,
Member, (SK President).



Res. 13-193. - APPROVING CITY ORDINANCE NO. 2013-12

WHEREAS, Article XIII, Section 1 (a) of 1987 Philippine 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 highest priority;

WHEREAS, Article II, Section 11 of 1987 Philippine Constitution states that the State values the dignity of every human person and guarantees full respect for human rights. Furthermore, Article III, Section I of the Constitution guarantees that "no person shall be deprived of life, liberty, or property without due process of law, nor shall any person be denied the equal protection of the law.

WHEREAS, the Philippines is state party to several international agreements such as the Universal Declaration of Human Rights (UDHR), International Covenant on Economic, Social and Cultural Rights (ICESCR), the International Covenant on Civil and Political Rights (ICCPR), the Convention on the Elimination of all Forms of Racial Discrimination (CERD), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention Against Torture (CAT), the Convention on the Rights of the Child (CROC), the International Convention on the Protection of the Rights of All Migrant Workers and Members



Republic of the Philippines
Province of Batangas
CITY OF TANAUAN



Office of the Sangguniang Panlungsod

of Their Families (ICRMW) and the Persons With Disability (PWD) that seek to eliminate all forms of discrimination and abuse.

WHEREAS, promoting and upholding their rights will not only enhance their freedom, welfare, and dignity as humans, but will also promote social justice as a whole and will contribute in the creation of a human rights culture in the country;

WHEREAS, stigma and discrimination still pervades especially against persons with disability, the senior citizens and elderly children and youth People Living with HIV, women, lesbians, gay, bisexuals, transgender (LGBT), people with different religious persuasion and the indigenous peoples;

NOW, THEREFORE, upon the joint recommendation of the Committee on Women and Family and the Committee on Laws, Rules and Privileges and on motion of Councilor Benedicto C. Corona, seconded by Councilor Marissa M. Tabing, Be It Unanimously Resolved, to approve, as the following ordinance is hereby approved:

CITY ORDINANCE NO. 2013-12

AN ORDINANCE PROHIBITING DISCRIMINATION IN TANAUAN CITY ON THE BASIS OF DISABILITY, AGE, HEALTH STATUS, SEXUAL ORIENTATION AND GENDER IDENTITY, ETHNICITY AND RELIGION

Be it enacted by the Sangguniang Panlungsod of the City of Tanauan, that:

Section 1. Short Title. - This Ordinance shall be known and cited as “**Tanauan City Anti-Discrimination Ordinance**”.

Section 2. Declaration of Policy. - It is hereby declared as a policy of the City of Tanauan to promote equality and to effectively eliminate all forms of discrimination that violate and offend the guarantee of equal protection of Human Rights as enshrined in the Bill of Rights and other existing laws as well as in the various international conventions and obligations to which the country adheres.

Section 3. Definition of Terms. - For purposes of this Ordinance, the following terms shall be defined as follows:

1. Disability refers to an individual with “1) a physical or mental impairment that substantially limits one or more psychological, physiological or anatomical function of an individual or activities such as individuals; 2) a record of such impairment; or 3) being regarded as having such impairment.



Republic of the Philippines
Province of Batangas
CITY OF TANAUAN



Office of the Sangguniang Panlungsod

2. Age refers to the person's time existence or duration of life. This is in reference to ageism where one is discriminated on the basis of age.
3. Health status refers to both physical and mental health of an individual, group or populations as perceived by the individual or as diagnosed by competent medical health officer. In particular, HIV-AIDS status of a person and health conditions such as but not limited to leprosy, hepatitis, and tuberculosis among others, that subjects them to social stigma.
4. Sexual Orientation refers to the direction of emotional sexual attraction or conduct. This can be towards people of the same sex (homosexual orientation) or towards people of both sexes (bisexual orientation) or towards people of the opposite sex (heterosexual orientation).
5. Gender identity refers to the personal sense of identity as characterized, among others, by manners of clothing, inclinations, and behavior in relation to masculine or feminine conventions. A person may have a male or female identity with the physiological characteristics of the opposite sex, as in the case of transsexuals and transvestites.
6. Ethnicity refers to the characteristics of a person or group of person sharing a common and distinctive racial, national, religious, linguistic, cultural and indigenous heritage.
7. Religion refers to a set of beliefs concerning the cause, nature and purpose of the universe, especially when considered as the creation of a superhuman agency or agencies, usually involving devotional and ritual observances, and often containing a moral code governing the conduct of human affairs.
8. Discrimination, for purpose of giving effect to this ordinance, shall mean any act or action committed to manifest prejudice, bigotry, unequal treatment, exclusion, restriction, preference, humiliation and vilification towards any individual or group by reason of their disability, age, health status, sexual orientation, gender identity, ethnicity and religion and which has the purpose or effect of nullifying or impairing the recognition, enjoyment, or exercise by all persons of an equal footing of all rights and freedoms.

Section 4. Prohibited Acts. - It is hereby prohibited to discriminate any person and/or group of persons on the basis of their disability, age, health status, sexual orientation, gender identity, ethnicity and religion. It is unlawful for any person, natural or juridical, to:

1. Deny access to public programs and services of any person;



Republic of the Philippines
Province of Batangas
CITY OF TANAUAN



Office of the Sangguniang Panlungsod

2. Refuse admission to or expel or dismiss a person from educational institutions on the basis of disability, age, health status, sexual orientation, gender identity, ethnicity and religion, without prejudice to the right of educational institutions to determine the academic qualifications of their students;
3. Refuse or revoke the accreditation, formal recognition, and/ or registration of any organization, group, institution or establishment, in educational institutions, workplaces, communities, and similar settings, solely on the basis of the disability age, health status, sexual orientation, gender identity, ethnicity and religion of their members of their target constituencies;
4. Deny a person's access to medical and other health services and as well as health insurance and other related benefits as provided for under the laws on the basis of disability, age, health status, sexual orientation, gender identity, ethnicity and religion.
5. Deny a person access to and/ or the use of private and public establishment, facilities, utilities, transportation or services, including housing, open to the general public on the basis of disability, age, health status, sexual orientation, gender identity, ethnicity and notwithstanding the existence of the person's capacity to comply or his/her actual compliance with the requirements set forth in order to access or enter such establishment;

There is a denial when, among others,

- A person is given inferior accommodations or services; and
 - Rejection of any application, entry and participation solely on the basis of disability, age, health status, sexual orientation, gender identity, ethnicity and religion.
6. Subject or force any person to any medical or psychological examination without the expressed approval of the person involved on the basis of perceived disability, age, health status, sexual orientation, gender identity and ethnicity; Provided that such person is not psychologically incapacitated as determined by competent authority.

Section 5. Anti-Discrimination Programs. - The City Government of Tanauan shall endeavor to ensure that discrimination is prevented and effectively addressed through the following programs:



Office of the Sangguniang Panlungsod

1. Discrimination and Stigma Reduction Program: The City Government of Tanauan shall allocate funds to address discrimination and stigma which has the following components:
 - Capacity Building and Education Campaign. To curb social stigma and eliminate discrimination, a comprehensive consciousness and awareness-raising campaign and developing knowledge, harnessing skills, and values formation on respect for human rights and human dignity shall be undertaken within the public and private institutions, establishments, organizations and communities. Further the program shall include the following:
 - Discrimination and Stigma Studies and Databank. Fund shall be allocated for stigma and discrimination case documentation, researches and information dissemination as well as set-up a databank of different cases and experiences of stigma and discrimination.
 - Discrimination and Stigma Monitoring. This refers to monitoring of discriminating articles, song, videos, books, and other materials published in print media and the internet, broadcasted through television and radio and filling the appropriate charges.
2. Access to Scholarships, Skills, Employment and Livelihood Opportunities. The City Government of Tanauan shall ensure that all persons have equal access to scholarships, skills trainings, employment, livelihood opportunities and microfinance opportunities and ensure equitable access to persons who by reason of disability, age, health status, sexual orientation, gender identity, ethnicity and religion are discriminated.
3. Access to legal Representation. The City Government of Tanauan shall facilitate and assist that victims of stigma and discrimination are afforded legal representation when documenting and filling cases as well as during the duration of the cases.
4. Policy Review. The City Government of Tanauan shall ensure that all policies embodied in resolutions, ordinances, codes, and other policy documents are free from discriminatory statements and provisions and undertake necessary of those provisions to effectively eliminate discrimination, stigma and stereotypes.

Section 6. Implementation

1. The City Government of Tanauan through the department of City Social Welfare and Development (CSWD), in coordination with the Office of Senior Citizens Affairs, among others, shall be directly and primarily responsible for the implementation of



Republic of the Philippines
Province of Batangas
CITY OF TANAUAN



Office of the Sangguniang Panlungsod

the provisions of this ordinance. It shall be the duty of CSWD to coordinate with the appropriate agencies and offices to implement the programs provided under Section 5 and monitor or take action on any complaint brought before it falling under the provisions of Section 4.

2. Complaints shall first be lodged with the Katarungang Pambarangay in line with the provisions of the Local Government Code, provided both parties are residents of the same barangay; otherwise, the case shall be filed directly in court.
3. Work-related discrimination shall be subject to the provisions of the Labor Code of the Philippines and other pertinent laws such as but not limited to, Magna Carta for Persons With Disability, Magna Carta for Senior Citizens, Child and Youth Welfare Code, Magna Carta for Women and, Indigenous Peoples Right Act, among others. There is work-related discrimination when disability, age, health status, sexual orientation, gender identity, ethnicity and religion are included in the criteria for hiring, promotion and dismissal of workers, when the same are immaterial to the nature of the work required, and in the determination of employee compensation, training, incentives, privileges, benefits or allowances, and other terms and conditions of employment.
4. Discrimination due to the denial of an application or revocation of a professional license, clearance, certification or any other document issued by any government authority due to the applicant's disability, age, health status, sexual orientation, gender identity, ethnicity and religion shall be handled by the appropriate administrative agencies of government which grants such license clearance, certification and other documents without prejudice to recourse by the victims with the appropriate court and other concerned government agencies.

Section 7. Penalties

Any person or entity who violates any provision of this ordinance shall suffer the following graduated penalties:

(a) *First offense*

Fine of One Thousand Pesos (P1,000.00) or an imprisonment of one (1) day to thirty (30) days, or both, at the discretion of the court;

(b) *Second offense*

Fine of Three Thousand Pesos (P3, 000.00) or an imprisonment of one(1) day to sixty(60) days, or both, at the discretion of the court;



Republic of the Philippines
Province of Batangas
CITY OF TANAUAN



Office of the Sangguniang Panlungsod

(c) *Third offense*

Fine of Five Thousand Pesos (P5, 000.00) or an imprisonment of one(1) day to ninety(90) days, or both, at the discretion of the court;

Section 8. Separability. – If any provision of part hereof is held invalid or unconstitutional, the remainder of the Ordinance or the provision of otherwise affected shall remain valid and subsisting.

Section 9. Declaration of Intent to Conform with Law. This Ordinance is subject to national law, rules and regulations governing its subject matter.

Section 10. Effectivity. - This Ordinance shall be take effect fifteen (15) days after its publication in a newspaper of general circulation.

ENACTED this 18th day of November 2013 at the City of Tanauan.

Certified Correct:

REGINA M. AALA

Secretary to the Sangguniang Panlungsod

Attested:

ATTY. JHOANNA C. CORONA
City Vice Mayor and Presiding Officer

Approved: 12-02-13
(Date)

ANTONIO C. HALILI
City Mayor