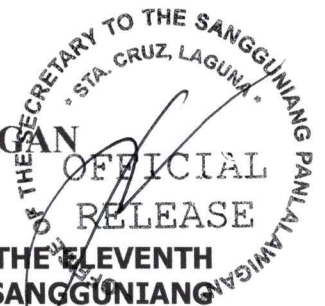




REPUBLIC OF THE PHILIPPINES  
 PROVINCE OF LAGUNA  
**OFFICE OF THE SANGGUNIANG PANLALAWIGAN**  
 STA. CRUZ, LAGUNA



**EXCERPTS FROM THE MINUTES OF THE REGULAR SESSION OF THE ELEVENTH SANGGUNIANG PANLALAWIGAN OF LAGUNA HELD AT THE SANGGUNIANG PANLALAWIGAN SESSION HALL, LEGISLATIVE BUILDING, SANTA CRUZ, LAGUNA ON MAY 29, 2023.**

**PRESENT:**

<b>HON. JOSEPH KRIS BENJAMIN B. AGARAO</b>	<b>TEMPORARY PRESIDING OFFICER</b> (Senior Board Member)
Hon. Alejandro Y. Yu	Member (Majority Floor Leader)
Hon. Karla Monica C. Adajar-Lajara	Member
Hon. Atty. Magtangol Jose C. Carait, III	Member
Hon. Francis Joseph L. San Luis	Member
Hon. Christian Niño S. Lajara	Member
Hon. Wilfredo I. Bejasa, Jr.	Member
Hon. Peewee P. Perez	Member
Hon. Tito Fortunato A. Caringal, II	Member
Hon. Jonalina R. Reyes	Ex Officio Member (President, PCL-Laguna)
Hon. Ma. Meg Agarao-Espiritu	Ex Officio Member (President, LnB-Laguna)
Hon. Atriou Austeen S. Amante	Ex Officio Member (President, PSK-Laguna)

**ABSENT:**

Hon. Atty. Katherine C. Agapay	Vice-Governor (Sick Leave)
Hon. Danzel Rafter Y. Fernandez	Member (Official Business)

**RESOLUTION NO. 636, S. 2023  
 PROVINCIAL ORDINANCE NO. 8, S. 2023**

**A RESOLUTION APPROVING PROVINCIAL ORDINANCE NO. 8, S. 2023: "AN ORDINANCE PROVIDING FOR A COMPREHENSIVE PROTECTION AGAINST DISCRIMINATION ON THE BASIS OF GENDER PROVIDING PENALTIES AND APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES."**

Sponsored by: **HON. ATTY. KATHERINE C. AGAPAY**  
 Vice Governor

Co-Sponsor: **HON. KARLA MONICA C. ADAJAR-LAJARA**  
 Board Member, 3<sup>rd</sup> District of Laguna

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

**WHEREAS**, Article XIII Section I(a) of the 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 the highest priority and consideration;

**WHEREAS**, the Philippines is a state party to several international agreements such as, among others, the Universal Declaration of Human Rights (UDHR), the 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 Discrimination Against Woman (CEDAW), Convention on the Elimination of All Forms of Racial Discrimination (CERD), Convention Against Torture (CAT), and Convention on the Rights of Persons with Disabilities (CRPD), which instruments aim to eliminate all forms of discrimination and abuse;

**WHEREAS**, Republic Act No. 7160, as amended, otherwise known as the "Local Government Code of 1991 " mandates the Sangguniang Panlalawigan to enact ordinances for the general welfare of the Province and its inhabitants;

**WHEREAS**, the United Nation Human Rights Council (UNHRC) issued a report through Resolution 17/19, otherwise known as the "Human Rights, Sexual Orientation, and Gender Identity (HOGI)", wherein evidence of acts of discrimination on the basis of sexual orientation and gender identity was presented which includes inequities in employment, access to health treatment, care, and support, and education; and cases of criminalization, physical violence, and murder. Furthermore, then-UNHRC High Commissioner Navi Pillay challenged the member-states of the United Nations (UN), of which the Philippines is among the members, to write a new chapter in UN history by eliminating discrimination against lesbian, gay, bisexual, and transgender people;

**WHEREAS**, the Philippine Commission on Women (PCW), in its Women 's Priority Legislative Agenda during the 18th Congress, recognized discrimination on the basis of sexual orientation, gender identity, and expression as an important issue and expressed its support for the passage of an anti-discrimination law;

**WHEREAS**, as of the 2017 report of Human Rights Watch, only 15% of Filipinos are protected by ordinances against discrimination based on Sexual Orientation Gender Identity and Expression (SOGIE);

**WHEREAS**, the 2018 report of the United Nations Educational, Scientific, and Cultural Organization (UNESCO) about school-related violence and bullying based on sexual orientation, gender identity, and expression reported that LGBTQ+ students in the Philippines had experienced bullying and violence due to negative attitudes and stereotypes, disadvantageous treatment, and inequalities;

**WHEREAS**, according to the 2019 report of the Commission on Human Rights (CHR), LGBTQ+ children in the Philippines experience threats to their various rights such as the right to education, right to non-discrimination, protection from abuse and neglect, and right to health participation due to stigmatization of non-conformity to gender norms which led to restriction, punishment, and abuse of LGBTQ+ children. Furthermore, in the protection of the LGBTQ+ children, the CHR recommends that the local government units (LGUs) must pass and fully enact anti-discrimination ordinances;



**WHEREAS**, as the study shows, in the absence of gender-related policies and the prevalence of gender-based discrimination, the COVID-19 pandemic has magnified the social inequities experienced by Filipino single lesbian parent (FSLP) in the Philippines due to lack of recognition, legal protection, and absence of gender-sensitive responses from the government;

**WHEREAS**, the Provincial Government of Laguna must enact policies and protective mechanisms to eliminate the discrimination of people based on their gender; and destigmatize issues and topics about non-conformity to gender norms, LGBTQIA+, and other gender-based matters;

**WHEREFORE**, in view of the foregoing and on motion of the Hon. Karla Monica C. Adajar-Lajara, duly seconded by all Board Members present there being a quorum:

**BE IT ORDAINED** by the Sangguniang Panlalawigan in a session assembled;

### **PROVINCIAL ORDINANCE NO. 8, S. 2023**

**AN ORDINANCE PROVIDING FOR A COMPREHENSIVE PROTECTION AGAINST DISCRIMINATION ON THE BASIS OF GENDER. PROVIDING PENALTIES AND APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES."**

**Section 1. TITLE.** This Ordinance shall be known as the "Laguna Gender-Fair Ordinance of 2023."

**Section 2. DECLARATION OF POLICY.** It is hereby declared a policy of the Province of Laguna to actively work in the elimination of all forms of discrimination in safeguarding the dignity of every individual, guarantee full respect for human rights, and give the highest priority to measures that protect and enhance the rights of all people, enshrined in the Bill of Rights of the Philippine Constitution.

**Section 3. DEFINITION OF TERMS.** For the purpose of this Ordinance, the following shall be defined as follows:

- a. **DISCRIMINATION** - refers to any distinction, exclusion, restriction, or other differential treatment that is directly or indirectly based on gender which has the intention or effect of nullifying or impairing the recognition, enjoyment, or exercise on an equal footing, of political, civic, economic, social, and cultural rights;
- b. **DISCRIMINATION AGAINST WOMEN** - refers to any distraction, exclusion, or restriction made on the basis of sex that has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women of their rights irrespective of their marital status;
- c. **EDUCATION** - refers to the service of acquiring knowledge of a learner to gain basic literacy skills and functional life skills, or support services to better the people's quality of life, may it be formal, non-formal, informal education which is usually done in a school or learning center;
- d. **GENDER** - refers to the specific set of characteristics that identifies the social behavior of women and men and the relationship between them. Gender alludes not simply to women or men but to the relationship between them and the way it is socially constructed.



- e. **LGBTQI** - refers to a diverse and complex range of identities based on sexual orientation, gender identity, and expression. The term "LGBTQIA+" refers to gender and sexuality non-conforming persons, including, but not limited to lesbian, gay, bisexual, transgender, intersex, and queer persons;
  - 1. **LESBIAN** - a woman whose emotional, romantic, and sexual energies are geared toward 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 opposite sex;
  - 4. **TRANSGENDER** - a 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 people may identify as heterosexual, homosexual, bisexual, pansexual, polysexual, or asexual.
  - 5. **QUEER** - those who are gender non-conforming and who do not want to be defined by any of the labels.
  - 6. **INTERSEX** - those who are naturally born and possess both female reproductive and biological organs;
  
- f. **SEX** - refers to a human and civil status of a person acquired by birth having organ and system of reproduction.

**Section 4. COVERAGE.** This Ordinance shall cover any person, natural or judicial, who commits any acts herein prohibited and enumerated, and shall be held liable and penalized accordingly, provided that in the case of juridical persons, such as but not limited to corporations, associations, partnerships, educational and vocational institutions, whether public or private, the manager and head of the office shall also be held criminally accountable and responsible.

**Section 5. PROHIBITED ACTS.** Discrimination is committed when a person treats another less favorably on the basis of actual or perceived gender 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;

- 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 gender in public or private employment by:
  - 1. Denying or limiting rights to training, 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 the Province of Laguna;
  - 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 behavior committed by the employer or by another employee;

5. Dismissing the employee or subjecting the employee to any other detriment on the basis of actual or perceived gender.

b. **Discrimination in Education** - It shall be unlawful for an educational institution, both public and private, along with the institution's officials and employees, to discriminate against a person on the ground of actual or perceived gender 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 the admission of a person as a student;
3. Denying or limiting the student's access to any benefit provided by the educational authority;
4. Expelling or subjecting the student to any penalty or any other detriment on the basis of actual or perceived gender;
5. Refusing admission, denying acceptance or expelling/dismissing a student from academic, socio-civic organizations and associations on the basis of actual or perceived gender;
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.

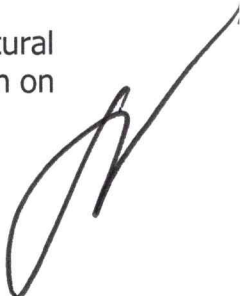
c. **Discrimination in the Delivery of Goods or Services** - It shall be unlawful for a person, natural or juridical, whether as principal or agent, to discriminate against a person on the ground of actual or perceived gender by:

1. 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 gender 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;
2. 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 with accommodation, on the ground of actual or perceived gender by:

1. 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;
2. 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 gender.

e. **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 gender 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 mockery whether in writing, in words, or in action;
  2. Uttering slanderous and abusive statements;
  3. Executing any activity in public which incites hatred towards, serious contempt for, or severe ridicule of a person;
  4. 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.
- f. **Harassment, Unjust Detention, and Involuntary Confinement** - It shall be unlawful to commit harassment, unjust detention, and involuntary confinement because of one's actual or perceived sexual orientation, gender identity, and expression (SOGIE).
- g. **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 gender.
- h. **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 gender.
- i. **Any Other Analogous Act** - Any act of discrimination or harassment based on actual or perceived gender, 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 6. AFFIRMATIVE ACTS.** To ensure that the rights of lesbian, gay, bisexual, and transgender (LGBTQIA+) persons are protected, the following plans and programs shall be adopted in employment, education, the delivery of goods and services, accommodation, and other areas, to wit:

**a. Affirmative Acts in Employment**

- l. **Wage and Benefits for lesbian, gay, bisexual, and transgender (LGBTQIA+) persons** - Every employer in the Province of Laguna shall comply with the minimum wage as stipulated by pertinent legislation passed by Congress and shall grant all lesbian, gay, bisexual and transgender (LGBTQIA+) person 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;



2. Annual Gender Sensitivity, Training All private offices, and commercial/industrial establishments located in the Province of Laguna 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 gender.
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 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 (2) conspicuous places in the office where the business is located;
4. Facilities and Support System for Lesbian, Gay, Bisexual, and Transgender (LGBTQIA+) Persons - All government agencies, private offices, and commercial/industrial establishments shall designate toilet rooms and lavatories labeled as "all-gender CR".

**b. Affirmative Acts in Education**

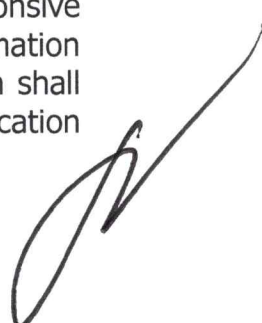
1. Equal Access to Education Opportunities - The Provincial Government of Laguna shall ensure equal access to opportunities for lesbian, gay, bisexual, and transgender (LGBTQIA+) persons in various trainings and scholarships;

**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 applicable laws;

**d. Affirmative Acts in Health**

- l. Health Services for Lesbian, Gay, Bisexual, and Transgender (LGBTQIA+) 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 Provincial Government, through the Provincial Health Office, shall:
  - a. Extend quality health care services and information on reproductive health without regard to one's marital status, age, religious affiliations, sex, gender, personal circumstances, and nature of work;
  - b. Monitor and ensure that provisions for gender-sensitive, gender-responsive and accessible health services for lesbian, gay, bisexual, and transgender (LGBTQIA+) are available both at the hospitals within the province and Barangay Health Centers;
  - c. 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 into seminars, orientations, and education activities;



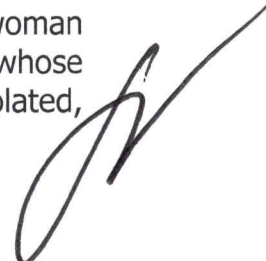
- d. Encourage the establishment of an LGBTQIA+ Desk in every public and private hospital to handle concerns pertaining to the proper administration of medical services to a person with specific needs, according to one's self-identified gender, in order to provide a comprehensive, responsive, and accessible health services;
- e. 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;
- f. Oversee implementation of reproductive health programs for all Laguna-based establishments;
- g. Initiate dedicated measures for lesbian, gay, bisexual, and transgender (LGBTQIA+) 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.
- h. Initiate a sensitization and training drive in all government healthcare facilities about the needs of the lesbian, gay, bisexual, and transgender (LGBT) population vis-a-vis general health and medical emergencies.

**Section 7. INCORPORATION OF SEXUAL ORIENTATION, GENDER IDENTITY, AND EXPRESSION (SOGIE) CONCERNS WITH THE FUNCTIONS OF THE EXISTING BARANGAY. VIOLENCE AGAINST WOMEN AND CHILDREN (VAWC) DESK** - All barangays in the Province of Laguna shall handle concerns pertaining to gender through the existing Barangay Violence Against Women and Children (VAWC) Desk with the following responsibilities:

- a. Develop a system to document and report cases of discrimination and violence against actual or perceived lesbian, gay, bisexual, and transgender (LGBTQIA+) 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 lesbian, gay, bisexual, and transgender (LGBTQIA+) persons;
- c. Assist the victim in filing the appropriate complaint with the Laguna Police District or other law enforcement agencies; and
- d. Ensure that all pertinent documents are forwarded to the Laguna Police District.

**Section 8. INCLUSION OF SEXUAL ORIENTATION, GENDER IDENTITY, AND EXPRESSION (SOGIE) CONCERN IN THE FUNCTION OF THE EXISTING WOMEN AND CHILDREN'S PROTECTION DESKS (WCPDs).** The Laguna Provincial Police Office and every local police office in the Province of Laguna shall incorporate and handle gender concerns in relation to the cases of gender-based violence through the Women and Children's Protection Desks (WCPDs).

**Section 9. FILING OF COMPLAINT.** Any person, who is considered a woman and/or a member of the LGBTQIA+ community, on the basis of gender whose rights against discrimination, as defined under this Ordinance, has been violated,

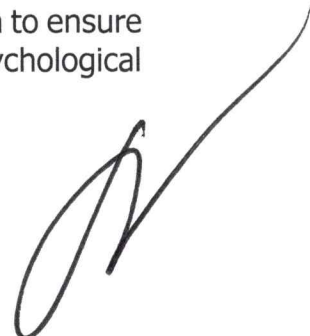




may file a complaint to the Chairman of the Barangay where the resident of the violator/s is/are located. In the circumstance that a violation was committed in the workplace, schools, universities, and similar establishments, the complaint shall be filed in the barangay where the said workplace, schools, universities, and establishments are located.

**Section 10. LAGUNA EQUALITY COUNCIL.** The Laguna Equality Council (LEC) shall be established to provide its function in ensuring the promotion of protection against discrimination against Women and LGBTQIA+, on the basis of gender:

- a. **CREATION & COMPOSITION.** The LEC shall be formed by the virtue of an Executive Order by the Provincial Governor with the following positions: Chairperson, Vice-Chairperson, Technical Working Group (TWG), and ten (10) Members of the Board, including the Chairperson of the committees on women, youth, and other committee/s in the Sangguniang Panlalawigan relevant to this purpose, representatives from the Provincial Health Office (PHO), Provincial Public Employment Services Office (PESO), Provincial Business Permits and Licensing Office (PBPLO), School Division Office of Laguna (DepEd-SDO Laguna), Philippine National Police-Laguna Provincial Police Office (PNP PPO Laguna), Department of the Interior and Local Government-Province of Laguna (DILG Laguna), Provincial Social Welfare Department (PSWD), Gender and Development-Province of Laguna (GAD Laguna), a representative from the association of Higher Education Institutions (HEIs), and seats to ensure sectoral representation from civil society organizations for women and LGBTQIA+ community.
- b. **COUNCIL FUNCTIONS.** The LEC shall have the following functions:
  1. Serve as the implementing body of this Ordinance and shall oversee the implementation of other existing related laws, regulations, and guidelines relevant to the protection and promotion of rights of the members belonging to Women, Lesbians, Gays, Bisexuals, Transgenders, Queers, and Intersex (LGBTQIA+) sectors on the basis of gender;
  2. Integrate and synchronize programs, projects, and activities for the members of the group thereof;
  3. Conduct training, capacity-building, and livelihood programs for the groups thereof in coordination with different agencies of the government and private agencies; and
  4. Coordinate with national government agencies and existing local government agencies in the Province of Laguna to promote anti-discriminatory practices and laws.
- c. **OVERSIGHT FUNCTIONS.** The LEC shall have an oversight function that is necessary to further perform the duties stated herein. It shall perform the following oversight functions:
  1. Monitor complaints concerning the violations of any provisions of this Ordinance;
  2. Facilitate and assists the victims of stigma and discrimination to ensure that they have legal representation, counseling, and psychological assistance;



3. Maintain a discrimination case documentation, case monitoring system, and documentation databank that can be accessed for cases of experiences in discrimination;
4. Recommend to all the Sangguniang Panlungsod/Bayan anti-discrimination policies and programs as well as policy reforms; and
5. Evaluate, monitor or review all policies embodied in the resolution, codes, and other policy documents to determine if they are free from discriminatory statements and provisions to effectively eliminate discrimination.

d. **LOCAL EQUALITY COUNCILS.** Cities and municipalities in the Province of Laguna shall establish their respective Local Equality Councils with composition and functions parallel and/or in consonance with the Laguna Equality Council.

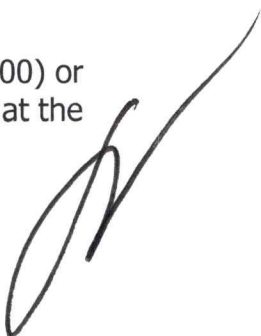
**Section 11. THE SEAL OF INCLUSIVITY.** To maximize compliance with inclusivity guidelines for workplaces, institutions, businesses, and other judicial entities, the Seal of Inclusivity shall be enforced.

- a. The Laguna Equality Council shall establish a set of guidelines and assessment criteria that will measure the compliance of different judicial entities. The guidelines and assessment criteria shall provide support to the following centers of inclusivity:
  1. **SYSTEMS STRENGTHENING.** Strengthened policies and set of rules within an organization that provides emphasis on gender and social inclusion.
  2. **EQUAL AND EQUITABLE.** Increased equitable access to and use of sustainable services, particularly for LGBTQIA+ people, on the basis of gender, women, persons with disability, indigenous people, and people from religious minority groups;
  3. **KNOWLEDGE AND LEARNING.** Strengthened use of new evidence, innovation, and practice to sustain the relevance and importance of anti-discrimination practices; and
  4. **ORGANIZATIONAL CULTURE AND PRACTICE.** Strengthened gender equality and social inclusion in the organization on the basis of culture, environment, and processes.
- b. The institutions, workplaces, businesses, and other judicial entities that complied and received a satisfactory remark shall receive an award consisting of a plaque, certification of inclusivity, and compliance accreditation that shall last for two (2) years before expiration.
- c. The funding for the seal of inclusivity shall come from the Gender and Development fund and Social Welfare budget every year.

**Section 12. PENALTIES.** Any person found liable under this Ordinance, notwithstanding any existing laws and ordinances, shall be subjected to the following penalties:

**FIRST OFFENSE:** A fine of not less than One Thousand Pesos (Php 1,000.00) or imprisonment of six (6) months or both at the discretion of the court;

**SECOND OFFENSE:** A fine of not less than Two Thousand Pesos (Php 2,000.00) or imprisonment of six (6) months and one (1) day to eight (8) months or both at the discretion of the court.



THIRD OFFENSE: A fine of not less than Three Thousand Pesos (Php 3,000.00) or imprisonment of eight (8) months and one (1) day to one (year) or both at the discretion of the court.

Subsequent violations shall be punished by a penalty of one (1) year imprisonment, and a fine of not less than five (5) Thousand Pesos (Php 5,000.00);

In addition to the penalties above, the violators are mandated to undergo human rights education by LEC for a period as determined by the court. In the case of any juridical entities, the officers shall be directly liable for violating the Ordinance.

**Section 13. APPROPRIATIONS.** For the effective implementation of this Ordinance, the Provincial Government of Laguna shall allot funds from at least five (5%) of the annual budget from the Social Welfare Budget and Gender and Development funds appropriated to finance plans, projects, and programs after complying with the existing laws, rules, and regulations to cover the operational expenses of the Laguna Equality Council in the proper implementation of this Ordinance.

**Section 14. IMPLEMENTING RULES AND REGULATIONS.** For the effective implementation of this Ordinance, within sixty (60) days of its approval, the Laguna Equality Council (LEC) shall jointly formulate, after thorough consultation with multi-sectoral groups and stakeholders, the implementing rules and regulations 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 organizations, LGBT non-government organizations, LGBT organizations, and community-based organizations.

**Section 15. ADOPTION OF THE PROVINCIAL ORDINANCE.** The local Sanggunian of the cities and municipalities shall pass a resolution adopting this Ordinance and an Executive Order shall be executed by the Local Chief Executive to provide local administrative powers and appropriation to strengthen the implementation of the Ordinance.

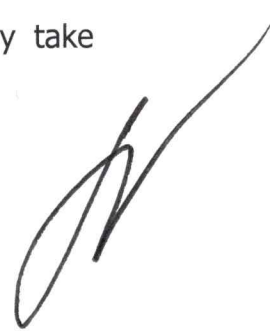
Hence, the local DILG designated to local government units in the cities and municipalities of the Province of Laguna shall assist and monitor the compliance and implementation of this Ordinance. Likewise, the Provincial DILG of the Province of Laguna shall observe and collect reports from the assigned local DILG in the cities and municipalities pursuant to compliance and implementation of this Ordinance.

**Section 16. SEPARABILITY CLAUSE.** If any provision of this Ordinance is declared invalid or unconstitutional, the remaining provisions not affected thereby shall continue in full force and effect.

**Section 17. REPEALING CLAUSE.** All ordinances, local issuances, or rules inconsistent with the provisions of this Ordinance are hereby repealed or modified accordingly.

**Section 18. EFFECTIVITY CLAUSE.** This Ordinance shall immediately take effect upon approval and in accordance with the law.

**ORDERED:** The Secretary to transmit copy of this Ordinance to all concerned.



  
**ALEJANDRO Y. YU**  
Board Member  
Majority Floor Leader

  
**KARLA MONICA C. ADAJAR-LAJARA**  
Board Member

  
**ATTY. MAGTANGOL JOSE C. CARAIT, III**  
Board Member


  
**FRANCIS JOSEPH L. SAN LUIS**  
Board Member


  
**CHRISTIAN NIÑO S. LAJARA**  
Board Member

  
**WILFREDO I. BEJASA, JR.**  
Board Member

  
**PEEWEE P. PEREZ**  
Board Member


  
**TITO FORTUNATO A. CARINGAL, II**  
Board Member

  
**JONALINA R. REYES**  
Ex Officio Member  
(President, PCL-Laguna)

  
**MA. MEG AGARAO-ESPIRITU**  
Ex Officio Member  
(President, LnB-Laguna)

  
**ATRIOU AUSTEEN S. AMANTE**  
Ex Officio Member  
(President, PSK-Laguna)

**CERTIFIED CORRECT AND DULY ADOPTED:**

  
**FRANCISCO R. MACABUHAY, JD CGM MPA**  
Provincial Government Department Head  
Secretary to the Sangguniang Panlalawigan

**ATTESTED:**

  
**JOSEPH KRIS BENJAMIN B. AGARAO**  
Senior Board Member  
Temporary Presiding Officer

**APPROVED:**

  
**RAMIL L. HERNANDEZ**  
Governor

FRM/RLC/lrs  
Ref. No. SPO-05-2023-0021