



Republic of the Philippines
Province of Cavite

CITY OF BACOOR

Office of the Mayor



EXECUTIVE ORDER No. 69
Series of 2022

**AN ORDER ADOPTING THE IMPLEMENTING RULES AND REGULATIONS OF
"THE AMENDED GENDER EQUALITY AND PEOPLE EMPOWERMENT CODE OF
THE CITY OF BACOOR"**

WHEREAS, Section 16 of R.A. No. 7160 provides that every local government unit shall exercise the powers expressly granted, those necessarily implied therefrom, as well as powers necessary, appropriate, or incidental for its efficient and effective governance, and those which are essential to the promotion of the general welfare...xxx;

WHEREAS, on September 13, 2021, the Sangguniang Panlungsod enacted and passed City Ordinance No. 170-2021 entitled, the "**Amended Gender Equality and People Empowerment Code of the City of Bacoor**";

WHEREAS, the City Government of Bacoor recognizes the need to issue an Implementing Rules and Regulations pertinent to the above-mentioned Ordinance;

WHEREAS, the Office of the City Mayor, in coordination with the concerned department and agencies, issued the above-mentioned Implementing Rules and Regulations that shall govern the "**Amended Gender Equality and People Empowerment Code of the City of Bacoor**";

NOW, THEREFORE, I, STRIKE B. REVILLA, City Mayor of Bacoor, by virtue of the powers vested in me by law, do hereby order for the adoption and implementation of the Implementing Rules and Regulations of City Ordinance No. 170-2021 herein attached.

Section 1. Implementing Rules and Regulations (IRR).

Attached herein is the Implementing Rules and Regulations of City Ordinance No. 170-2021 which shall form part of this Executive Order. This shall be known as the "**The Implementing Rules and Regulations of the Amended Gender Equality and People Empowerment Code of the City of Bacoor**".

All affected offices and department are hereby ordered to adopt the said implementing rules and regulations and be guided accordingly.

Strict compliance and observance of all city government officials and employees to this IRR is hereby ordered.

Section 2. Repealing Clause.

All previously issued orders and directives inconsistent with any provision found herein shall be deemed repealed, revoked or amended accordingly.

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Address: Bacoor Government Center, Bacoor Blvd., Brgy. Bayanan, City of Bacoor, Cavite
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CITY OF BACOR
Office of the Mayor

**CERTIFIED TRUE COPY
FROM THE ORIGINAL**

DATE: 23 OCT 2025
BY: JOSEPH CARLA

Section 3. Separability Clause.

In the event that any provision found herein shall be judicially or administratively declared illegal or infirm, the remaining provisions shall remain in full force and effect.

Section 4. Effectivity Clause.

This Executive Order shall take effect immediately upon its signing and remain in full force and effect until repealed, revoked or amended accordingly.

SO ORDERED.

Issued this 07 day of December 2022 in the City of Bacoor, Province of Cavite.


STRIKE B. REVILLA
City Mayor

cc:

Sangguniang Panlungsod
City Social Welfare and Development Office
City Health Office
Department of Education - City Schools Division of Bacoor
Philippine National Police
Liga ng mga Barangay
Sangguniang Kabataan Federation
City Local Government Operations Officer
All other City Government departments/offices/units concerned



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**THE IMPLEMENTING RULES AND REGULATIONS OF THE AMENDED GENDER
EQUALITY AND PEOPLE EMPOWERMENT CODE OF THE CITY OF BACOOR**

**RULE 1
GENERAL PROVISIONS**

SECTION 1 TITLE.

This shall be known and cited as "**THE IMPLEMENTING RULES AND REGULATIONS OF THE AMENDED GENDER EQUALITY AND PEOPLE EMPOWERMENT CODE OF THE CITY OF BACOOR**".

SECTION 2 PURPOSE

These Implementing Rules and Regulations are promulgated for the effective implementation and enforcement of City Ordinance No. 170-2021, and to be more responsive to the needs of people of the City of Bacoor.

SECTION 3 CONSTRUCTION

The Implementing Rules and Regulations shall be liberally construed to carry out the proper implementation and application of the Amended Gender Equality and Empowerment Code of the City of Bacoor.

**RULE 2
DECLARATION POLICY**

SECTION 4 DECLARATION POLICY

Recognizing that the economic, political, and sociocultural realities affect women's current condition, the State affirms the role of women in nation building and ensures the substantive equality of women and men. It shall promote empowerment of women and pursue equal opportunities for women and men and ensure equal access to resources and to development results and outcome. Further, the State realizes that equality of men and women entails the abolition of the unequal structures and practices that perpetuate discrimination and inequality. To realize this, the State shall endeavor to develop plans, policies, programs, measures, and mechanisms to address discrimination and inequality in the economic, political, social, and cultural life of women and men. (RA 9710, *Magna Carta for women*)

**RULE 3
DEFINITION OF TERMS**

SECTION 5 DEFINITION OF TERMS.

The following words and phrases, as used in this Code, shall mean as follows:

1. **Battering** - a series of physical, emotional and psychological abuse. It is a repeated and habitual cyclic pattern as means of intimidation and imposition of the batterer's will and control over the victim's life. It constitutes the following kinds of battering behavior:

a) **Sexual battering** - this includes physical attacks on a woman's breasts/genitalia, a man's genitalia, or forced sexual activity, accompanied by either physical violence or the threat of physical violence;

b) **Psychological battering** - this includes threats of suicide, violence against the victim or his/her family, punching holes in walls, threatening to take the children away, threatening deportation of wives/husbands with foreign citizenship, threatening to kidnap children or take them to a foreign country and forcing the victim to do degrading things. It may also include controlling the victim's lawful or usual activities, the use of foul words or statement, and threats of abandonment and expulsion (forcing the wives/husbands to leave the conjugal dwelling) or the posting of lewd, threatening, indecent, vulgar, offensive, exploitative, untrue, malicious, or coercive messages on the internet or on social media or the sending of similar or analogous text messages. This provision shall likewise apply to common-law relations including same sex relationships.

c) **Economic Battering** - this includes deprivation of women and stay-at-home husbands of economic resources, their ability to generate income, and their means of mobility or transportation so as to create dependency and submissiveness to men, women, or domestic partner and to any established structures of domination.

2. **Benefit Dance**- refers to a dance or any analogous activities in the City of Bacoor where women are commodified for fund raising purposes.

3. **Bullying** -- any severe or repeated use by one or more persons of a written, verbal or electronic expression, or a physical act or gesture, or any combination thereof, directed at another person that has the effect of actually causing or placing the latter in reasonable fear of physical or emotional harm or damage to his/her property; creating a hostile environment at school for the victim; infringing on the rights of the other persons at school or at the workplace; or materially and substantially disrupting the education or work process or the orderly operation of a school or work environment such as:

- a) Any unwanted physical contact between the bully and the victim like punching, pushing, shoving, kicking, slapping, tickling, headlocks, inflicting school/workplace pranks, teasing, fighting and the use of available objects as weapons;
- b) Any act that causes damage to a victim's psyche and/or emotional well-being;
- c) Any slanderous statement or accusation that causes the victim undue emotional distress like directing foul language or profanity at the target, name-calling, tormenting and commenting negatively on victim's looks, clothes and body; and
- d) Cyber-bullying or any bullying done through the use of technology or any electronic means. The term shall also include any conduct resulting to harassment, intimidation, or humiliation, through the use of other forms of technology, such as, but not limited to texting, email, instant messaging, chatting, internet, social media, online games, or other platforms or formats.

The term shall also include social bullying, or any deliberate, repetitive and aggressive social behavior intended to hurt others or to belittle another individual or group as well as gender-based bullying, or any act that humiliates or excludes a person on the basis of perceived or actual sexual orientation and gender identity.

4. **Cat-calling** - loud or raucous sexually suggestive call or comment directed at someone in public places.

5. **Commodification of People** - is a practice that puts women/men in a subordinate situation that results in the treatment of men and/or women as both consumers and objects of consumption. As consumers, women/men are allured

to buy beauty products to enhance their physical attractiveness. As objects of consumption, women/men are reduced as a sexual commodity.

6. **Community Service** – The penalty to be imposed against any person who shall violate this ordinance while the City of Bacoor, or any part thereof, is under any form of community quarantine or while its city jails and other detention centers are overcrowded consisting of mandatory attendance to behavior reform seminars to be given by the CSWD or by the CHO by the offender or by the parents/guardians of a minor offender, or the rendition of tasks that will benefit the community where the offender committed the offense. Provided that: the said tasks should not be unusual, cruel, or demeaning, and would not subject the offender to ridicule, bodily harm, or to any threat to his/her health. Provided further that: the types of tasks to be performed by the offender shall consist of the following:

- a) Delivery of supervised public testimonials in schools, workplaces, and other public places narrating how his/her offense harmed the victim/s or how it affected the community and how he/she is making amends for his/her mistakes not only to the victim/s but to society as well totaling not more than 100 hours. If the offender agrees to post his/her public testimonial on social media, the length of his/her community service shall be reduced by 50 hours;
- b) Supervised tutoring of academically challenged children for not more than 100 hours;
- c) Accompanying children subjected to bullying to school and back to their places of residence for not more than 100 school days under the supervision of the Philippine National Police or by the barangay officials where the offense was committed;
- d) Participation in clean-up operations in the barangay where the offense was committed under the supervision of the Punong Barangay; or
- e) Any similar or analogous tasks as may be determined by the proper court of law.

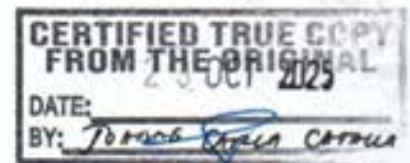
7. **Cultural Minorities** – a group of people identified as belonging to indigenous cultural communities or indigenous peoples as defined under Republic Act No. 8371 (otherwise known as the "Indigenous People's Rights Act of 1997") who are living in, working at, studying, or passing through the City of Bacoor.

8. **Cursing** – the use of sexually suggestive words or phrases.

9. **Differently-abled Persons** – are persons with physical impairments that have differential needs and potentials.

10. **Discrimination Against Women** - any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status.

11. **Discrimination Against Differently Abled Persons, the Elderly, the Uneducated, the Poor, the Physically Deformed, the Members of the LGBT Community, Convicted Felons, and Members of Cultural/Religious Minorities** – any distinction, exclusion or restriction made on the basis of physical abilities, age, educational attainment, economic status, physical appearance, sexual orientation, past criminal record, and cultural or religious affiliation which has the effect of impairing or nullifying the recognition, enjoyment or exercise of various rights that are afforded by law pursuant to the Equal Protection Clause enshrined in Section 1, Article III of the 1987 Constitution.



12. **Ex-Convicts** – persons who have been previously convicted by a court of law for the commission of a crime who have already finished serving the punishment imposed against him/her.

13. **Feminization of Poverty** – a condition where the gap between the rich and the poor widens and grassroots women bear the brunt of economic instability and the unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic needs of grassroots women.

14. **Formal Education** – educational instruction provided in a school, college, or university under a regular academic curriculum.

15. **Gender** – set of characteristics, roles, and expectations attributed to women and men by society.

16. **Gender and Development (GAD)** – refers to the development perspective that recognizes the equal contribution of women and men regardless of sexual orientation or gender preferences in all aspects/sectors of development. Such a perspective involves the process of searching for new and innovative initiatives that help transform unequal gender relations into opportunities that are equal/equitable to both men and women regardless of sexual persuasion.

17. **Gender Equality** – is the role required or expected of women and men as prescribed by society and by law.

18. **Gender Mainstreaming** – strategy of integrating gender and development concerns and issues at all levels of government undertaking.

19. **Gender Perspective** – way of viewing issues and problems that take into consideration the different realities of men and women's lives, and recognizing that there is an unequal relationship between the two.

20. **Gender-Sensitive** – having an understanding of the marginalized position of women and consciously challenging the attitudes and behavior that reinforce women's subordinate status.

21. **Gender Sensitization** – is an experiential and critical process of learning and unlearning by an individual, female or male, of the causes and effects of the culturally determined roles of women and men.

22. **Indecent Shows** – public exhibitions of nudity or other provocative gestures that project and exhibit men and women as sex objects. This includes pictures, images, audio files, podcasts or videos that are shown, watched, uploaded or downloaded using the Internet in whole or in part.

23. **Leering** – looking or gazing in a lascivious or unpleasant way.

24. **LGBT Community** – loosely defined group of persons who are lesbians, gays, bisexuals, or trans genders.

25. **Minors** – refer to persons below eighteen (18) years of age and persons eighteen (18) years of age but mentally incapacitated and unable to fully take care of themselves from abuse, neglect, cruelty, exploitation or discrimination.

26. **New Normal** – the various norms of society or the rules, regulations and procedures to be enforced in schools, work places, and other public places as a consequence of the effects of COVID-19.

27. **Places of Amusement** – include theaters, cinemas, concert halls, circuses, internet cafes and other places of amusement where one seeks admission to entertain oneself by seeing or viewing the show, performances, videos, or games.

28. **Other Places of Amusement** – include all other places of amusement not specifically enumerated or otherwise provided in this Code, including but not limited to night clubs or day clubs, cocktail lounges, super or family clubs, disco houses, videoke or sing-along houses, bars or beer houses/garden, fast food centers showing sports competitions, replay shows by direct hook up via satellite or those showing video films/movies, and other places of amusement where one seeks admission to entertain himself /herself whether by seeing or viewing or by direct participation.

29. **Physically Deformed Persons** – persons who has a body part/s that has been changed in shape, size, function or appearance under the action of applied forces, or due to various forms of stresses placed on it such as genetic mutation, damage to the fetus during pregnancy, growth or hormone disorder, reconstructive surgery following a serious injury, paralysis, muscle imbalance, the application of powerful external forces, or injury caused by an improperly performed medical surgery or procedure.

30. **Poor Persons** – persons belonging to families below the so-called "poverty line" as defined by the National Economic Development Authority (NEDA) and as periodically reported by the Philippine Statistics Authority (PSA).

31. **Pornography** – written, graphic or other forms of communications intended to excite lascivious feelings.

32. **Prostitution** – is the sale, purchase and exchange of women, men and/or minors for sexual exploitation, cash, profit or other economic considerations by an individual, including but not limited to the pimp, procurer of the service, parents, owners of establishments such as disco, bars, sauna bath, massage clinics, hotels and restaurants, and any other person who use various schemes to prostitute women, men and minors.

33. **Psychological Program** – an intervention using a systematic approach to conditions of abused women, men, and children as it views peoples' differentiated needs in a social context.

34. **Religious Minorities** – a religion where a minority of the population of the City of Bacoor belongs to such as Islam, Buddhism, or Confucianism whose members wield insignificant political and/or economic power.

35. **Reproductive Health** – a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity, in all matters relating to the reproductive system and to its function and process. It constitutes ten (10) elements, namely:

- a) Maternal and Child Health and Nutrition
- b) Family Planning

- c) Prevention and treatment of Reproductive Tract Infection including STDs, HIV and AIDS
- d) Prevention and Management of Abortion Complications
- e) Education and Counseling on Sexuality and Sexual Health
- f) Breast and Reproductive Tract Cancers and Other Gynecological Conditions
- g) Prevention and Treatment of Infertility and Sexual Disorders
- h) Men's Reproductive Health
- i) Violence Against Women

36. **Senior Citizens (Aged or Elderly Persons)** – any person who is 60 years old and above.

37. **Sexually Exploitative Acts** – sexually abusive acts towards men, women, children and the youth through the exchange of sex or sexual acts for drugs, food, money, shelter, protection, or other basic necessities of life. It also includes the involvement of men, women, children or the youth in the creation of pornography or sexually explicit websites.

38. **Sexual Harassment** – an act, or a series, of unwelcome sexual advances, request for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly or implied against a man, woman, or child which may, or may not, be committed by persons in authority or by persons enjoying moral or economic superiority over the victim/s.

39. **Sexuality** – is one's total expression of personhood on the basis of self-appreciation (body, mind, and feeling) and satisfaction of needs. Also considered as physical expression of intimate relationship with others through various life stages.

40. **Sex Trafficking** – is a covert or overt recruitment of men, women, and children into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the recruitment of domestic labor to work in developed countries, and organized marriages between women from third world countries and foreign nationals. It also refers to the system in which men, women and children are treated as movable properties and objects of exchange.

41. **Stalking** – the willful and repeated following, watching or harassing of another person.

42. **Traditional Midwives** – (also known as *hilot*, *albularyo* or *mangagamot*) midwives with no formal medical training who traditionally assist women in child-birthing.

43. **Uneducated Persons** – persons who have not had sufficient formal schooling or who have not finished high school due to poverty, illness, or conflicts with the law.

44. **Violence Against Women and Children** – any act of violence, abuse, or battering that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women or children including threats of such act, coercion or arbitrary deprivation of liberty, whether occurring in public or in private places regardless of whether the subject/s of such violence, abuse, or battering are related to one another or to the perpetrator of such violence, abuse, or battering.

45. **Violence Against Women and Children** shall include, but shall not be limited to:

- a) Physical, sexual and psychological violence occurring in the family and other close relationships, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.
- b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere trafficking in women and forced prostitution.
- c) Physical, sexual and psychological violence perpetuated or condoned by the State, wherever it occurs.
- d) Other acts of violence against women and/or children including:
 - Violation of the human rights of women in situation or armed-conflict, in particular murder, systematic rape, sexual slavery and forced pregnancy;
 - Forced sterilization and forced abortion, coercive/forced use of contraceptives, prenatal sex selection and female infanticide;
 - Feminization of poverty; and
 - Other analogous acts or omissions.

46. **Wolf Whistling** – whistling to express admiration.

47. **Women as Sex Objects** – a condition when women become things or properties to be manipulated, utilized or used for one's sexual desire or interest, usually in exchange of money or goods where women have no control or power to reject such use.

RULE 4 EDUCATION DEVELOPMENT PROGRAM AND SERVICES

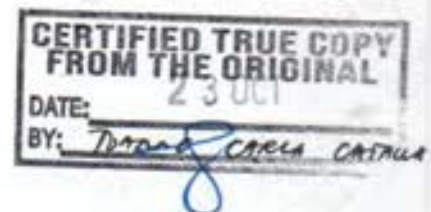
SECTION 6 DAKILANG BACOORENO PROGRAM.

Under the said program, the management, employees, personnel, and students of all schools, day care centers, colleges, and universities within the City shall be provided with gender sensitivity seminars, workshops and trainings to equip them with theoretical and practical knowledge on gender issues and concerns to be developed by the Gender Equality and Development Council of the City of Bacoor in coordination with the DepEd, DSWD, DILG, NCIP, PCW, CWC, the CHR and representatives of various NGOs and People's Organizations that have been duly accredited by the Sangguniang Panlungsod.

SECTION 7 GUIDELINES.

This program shall be implemented in this manner:

- a. The Gender and Development (GAD) Focal Point System shall formulate the guidelines for the implementation of this Program at the school, high school, and college levels in coordination with the Department of Education (DepEd), the Commission on Higher Education (CHED), the Department of Social Welfare and Development (DSWD) and the owners, principals, or supervisors of privately owned grade



schools, high schools, and colleges operating within the City of Bacoor;

- b. The GAD Focal Point System shall formulate, with the assistance of consultants, education modules to be used by the various educational institutions operating within the City consistent with the guidelines mentioned above;
- c. The GAD Focal Point System shall have the power to summon the owners, principals, or supervisors of all educational institutions within the City and to require them to submit various pertinent data to ensure the successful and consistent implementation of this program.

SECTION 8 ADMINISTRATIVE SANCTIONS.

The business permit or permit to operate of any educational institution that refused or fails to comply with the summons or request for data of the GAD Focal Point System shall be suspended by the City Mayor and shall not be reinstated unless the person summoned complies with the directives of the GAD Focal Point System.

SECTION 9 LAHAT AY NATATANGI AT IMPORTANTE.

The said Program shall consist of a series of seminars, workshops, and other projects to be taken by all students enrolled in any school, college, or university within the City and by persons who have been convicted by a court of law for violating this Code.

A series of gender mainstreaming projects aimed at eliminating discrimination and promoting gender equality.

SECTION 10 GUIDELINES. This program shall be implemented in this manner:

- a. The said seminars shall be developed and approved by the GAD Focal Point System of the City of Bacoor within one (1) year from the date of effectivity of this Code in coordination with the DepEd, DSWD, Department of Interior and Local Government (DILG), National Commission on Indigenous Peoples (NCIP), Philippine Commission on Women (PCW), Council for Welfare of Children (CWC), the Commission on Human Rights (CHR) and representatives of various NGOs and People's Organizations that have been duly accredited by the Sangguniang Panlungsod and shall consist of training and immersion on the various national policies and programs that promote human rights and gender mainstreaming;
- b. Speakers invited and paid for by the GAD Focal Point System shall conduct the said seminars;
- c. The principals, administrators, or owners of all schools, colleges, and universities operating within the City of Bacoor shall make attendance to the said seminars mandatory;
- d. Persons convicted of having violated this Code shall likewise be required to attend the said seminars as part of the penalty imposed upon them; and



- e. The GAD Focal Point System shall have the power to summon the owners, principals, or supervisors of all educational institutions within the City and to require them to submit various pertinent data to ensure the successful and consistent implementation of this program.

SECTION 11 ADMINISTRATIVE SANCTIONS.

The business permit or permit to operate of any educational institution that refused or fails to implement the various programs approved by the GAD Focal Point System shall be suspended by the City Mayor and shall not be reinstated unless the educational institution concerned implies the various activities encapsulated within this program.

SECTION 12 THE YAMAN NG BACoor PROGRAM OBJECTIVES.

The said program aims to emphasize the importance of character, selflessness, generosity and dissuade the youth from giving too much importance to physical appearance, attachment to material objects, and to popularity through the holding of various projects spearheaded by youth in support of said objectives.

SECTION 13 GUIDELINES.

The Program shall be implemented in this manner:

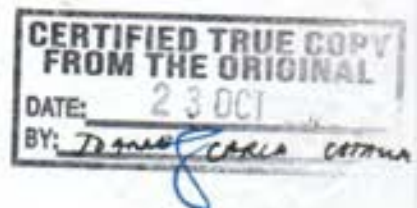
- a. The said program shall award cash prizes and scholarship grants to the youth or youth groups who shall submit and carry out projects that benefit the community related to gender equality or the elimination of various gender related acts of violence or abuse;
- b. The sum of **One Million Pesos (PhP 1,000,000.00)** shall be appropriated every year in the Annual Budget of the City for the various prizes to be awarded under the said program; and
- c. The GAD Focal Point System shall formulate the various guidelines and mechanics that will be used in the final implementation of this Program subject to the approval of the City Mayor.

SECTION 14 ADMINISTRATIVE SANCTIONS.

Any employee or official of the city government or of any barangay within the City of Bacoor who refuses to implement this Program without sufficient justification, or who discourages any youth or youth group from participating in any activity related to this Program, or who coerce, assist, or in any manner enable youth groups that shall participate in any activity related to the implementation of this Program to commit a crime or felony, or to commit acts of dishonesty shall be suspended for three (3) consecutive months without pay in addition to the filing of the appropriate administrative case against him/her in the proper venue/office/agency.

SECTION 15 BACoor ALTERNATIVE LEARNING SYSTEM.

In cooperation with the Department of Education, the Bacoor Alternative Learning System (ALS) classes are for adults who have not yet completed primary or secondary education. This alternative learning system shall be made available in



identified schools in the city with the sole objective of eradicating illiteracy among Bacooreños.

SECTION 16 GUIDELINES.

The city government shall provide financial assistance to the DepEd in the implementation of this program through the distribution of free educational materials to adults who enroll in the said program pursuant to pertinent government regulations.

SECTION 17 ADMINISTRATIVE SANCTIONS.

Any employee or official of the city government who ridicules, makes fun of, belittles, discourages, or refuses to assist any adult residing at the City of Bacoor who qualifies for this program to enroll in any of the school's to be identified by the DepEd on account of that person's age, lack of educational attainment, poverty, ethnicity, personal disability, appearance, religious belief, or any other personal circumstances shall be suspended for three (3) successive months without pay in addition to the filing of the appropriate administrative case against him/her.

SECTION 18 BACOR ESKWELA NIGHT PROGRAM.

This program aims to provide adults who wish to finish vocational courses to study at night at any educational institution within the City of Bacoor that agrees to participate in the program.

SECTION 19 GUIDELINES. The program shall be implemented in this manner:

- a. The curriculum and operation of the said program, including the schedule of the said classes, the number of classes to be held, and the size of each class shall be developed by the GAD Focal Point System of the City of Bacoor in coordination with the Department of Education, the Technical Education Skills Development Authority, and the private sector.
- b. Any adult, regardless of age, gender, previous educational attainment, sexual orientation, religion, income bracket, or physical appearance desiring to engage in functional and practical education shall be permitted to enroll in the said program to be held in selected public/private schools or training centers within the City;
- c. The tuition of persons living under the poverty line and certified as indigents by the City Social Welfare and Development Office including domestic workers as defined under Republic Act No. 10361 (also known as the "Batas Kasambahay") who are registered voters of the City of Bacoor as certified by the Commission on Elections shall be paid by the city government; and
- d. The GAD Focal Point System of the City of Bacoor is hereby empowered to enter into partnerships with the private sector, or otherwise accept donations, grants, or aids in order to finance the said Program.

SECTION 20 ADMINISTRATIVE SANCTIONS.

The business permit or permit to operate of any educational institution that refused or fails to implement the various programs approved by the GAD Focal Point System shall be suspended by the City Mayor and shall not be reinstated



unless the educational institution concerned implements the various activities encapsulated within this program.

Any employee or official of the city government who ridicules, makes fun of, belittles, discourages, or refuses to assist any adult residing at the City of Bacoor who qualifies for this program to enroll in any of the school's to be identified by the DepEd on account of that person's age, lack of educational attainment, poverty, ethnicity, personal disability, appearance, religious belief, or any other personal circumstances shall be suspended for three (3) successive months without pay in addition to the filing of the appropriate administrative case against him/her.

SECTION 21 STUDY NOW, PAY LATER PROGRAM.

This program aims to improve the delivery of public education to those who dreams to become teachers or police officers.

SECTION 22 GUIDELINES.

The following mechanics of the Program encapsulated in City Ordinance No. 2013-7 are hereby adopted and reproduced for easier reference:

"Section 4. **Mechanics ng Programa.** Ang mga sumusunod ay ang mga patakaran o mechanics ng "Study Now, Pay Later Program" ng Bacoor:

4.1. Tanging mga residente ng Bacoor ang maaaring makinabang sa ilalim ng programang ito.

4.2. Tanging mga mag-aaral na nagmumula sa mga pamilya na ang kabuuang kinikita kada taon ay di hihigit sa **Isang Daang Libong Piso (PhP 100,000.00)** ang maaaring makinabang sa ilalim ng programang ito.

4.3. Mga mag-aaral lamang na may general weighted average sa high school na hindi bababa sa 80% at walang gradong bababa sa 75% sa kahit na anong asignatura sa high school ang maaaring makinabang sa programang ito. Bilang patunay na kwalipikado ang mag-aaral, siya ay kinakailangang magsumite ng kanyang high school transcript of records at Form 138;

4.4. Ang kurso sa kolehiyo na maaaring kunin ng mag-aaral na magnanais sumali sa Programa ay B.S. Education o kaya ay B.S. Criminology lamang mula sa mga pamantasan o unibersidad na pipiliin ng Pamahalaang Lungsod;

4.5. Ang mga magulang o legal guardian ng mga mag-aaral na magnanais na makinabang sa ilalim ng Programang ito ay lalagda sa isang kasunduan sa pagitan ng Pamahalaang Lungsod at ng mga nabanggit na magulang o legal guardian. Ililista sa nasabing kasunduan ang iba't-ibang responsibilidad ng Pamahalaang Lungsod at ng mga nabanggit na mga mag-aaral/magulang/legal guardian sa ilalim ng Programa. Ang di pagtupad ng mga nabanggit na magulang o legal guardian o mag-aaral sa mga probisyon ng nasabing kasunduan ay magsisilbing dahilan upang sampahan sila ng kasong sibil ng Pamahalaang Lungsod dahil sa "breach of contract" at upang pagbayarin sila ng actual, exemplary or moral damages pati na attorney's fees na

hindi bababa sa halagang ginastos ng Pamahalaang Lungsod sa pag-aaral ng mag-aaral;

4.6. Sasagutin ng Pamahalaang Lungsod ang tuition at miscellaneous fee ng mag-aaral sa loob ng apat na taon sa kolehiyo. Babayaran ng mag-aaral ang salaping nagastos ng Pamahalaang Lungsod sa loob ng sampung taon matapos syang makapagtapos, pumasa sa board examination, at makahanap ng trabaho bilang isang guro o pulis sa Bacoor—nang walang interes (o "zero interest"). Subalit kung hindi matatapos ng mag-aaral ang kanyang kurso sa loob ng apat na taon dahil sa pagpapabaya sa pag-aaral, o kaya ay hindi sya pumasa sa board exam, o kaya ay hindi sya magtrabaho bilang isang guro o pulis sa Bacoor—babayaran ng mag-aaral ang lahat ng ginastos ng Pamahalaang Lungsod sa kanyang pag-aaral sa loob ng sampung taon na may patong na anim na porsyentong interes (6% interest) kada taon;

4.7. Ang sinumang mag-aaral na makakapagtapos ng kolehiyo sa pamamagitan ng Programang ito ay kinakailangang gawin ang mga sumusunod:

- a) Kailangan niyang maipasa ang board examination sa Education o Criminology upang siya ay maging kwalipikado na magtrabaho bilang guro o pulis;
- b) Kailangan niyang manungkulan bilang isang guro o pulis sa Bacoor sa loob ng di bababa sa limang taon matapos makapasa sa board examination; at
- c) Kailangan na matapat at maayos na gampanan ng mag-aaral ang mga tungkulin niya bilang guro o pulis.

4.8. Ang mga sumusunod na dokumento at dapat na isumite ng mag-aaral o ng kanyang mga magulang o legal guardian sa tanggpan ng Punong Lungsod:

- (a) voter's ID niya o kaya ay ng kanyang mga magulang o legal guardian,
- (b) pinakabagong cedula o community tax certificate niya o ng kanyang mga magulang o legal guardian,
- (c) sertipikasyon hinggil sa tunay na tirahan ng estudyante mula sa punong barangay ng barangay sa Bacoor kung saan nakatira ang nasabing mag-aaral;
- (d) pinakahuling income tax return ng mga magulang ng mag-aaral, o sertipikasyon mula sa City Social Welfare and Development Office ng Bacoor na nagpapatunay sa tunay na kinikita ng nabangit na pamilya kada taon, o isang sertipikasyon hinggil dito mula sa kura paroko, pastor, o ministro ng relihiyon na kinabibilangan ng mag-aaral."

SECTION 23 ADMINISTRATIVE SANCTIONS.

Any employee or official of the city government who violates any of the aforementioned mechanics shall be preventively suspended for sixty (60) days by the City Mayor while an investigation is being conducted by the City Legal

Officer. The appropriate administrative action shall then be filed in the proper venue at the conclusion of such investigation if warranted.

RULE 5

HEALTH AND SEXUAL RIGHT AWARENESS DEVELOPMENT

SECTION 24 CAPACITY DEVELOPMENT PROGRAM OF THE CITY HEALTH OFFICE.

The program aims to improve the delivery of service by the City Health Office of Bacoor in responding to gender or sex related health issues through the acquisition of new medical equipment, by accepting grants and donation, and formulation of projects and activities promoting gender equality, sexual rights awareness, sexual health development, abuse prevention and treatment.

SECTION 25 GUIDELINES.

The Program shall have the following mechanics and guidelines:

- a. All donations, grants or aids received under this Program shall be considered as public funds and shall become public property.
- b. The failure to account for, and to properly use, any funds or equipment obtained through the implementation of this provision shall merit the imposition of the appropriate criminal and administrative sanctions as provided by law and civil service regulations against the erring CHO employee or official.
- c. No donation, grant, or aid shall be accepted without a detailed description of the activity/ies it is supposed to fund, its purposes, its manner of implementation, and the like to be submitted to the City Mayor by the City Health Officer; and
- d. No donation, grant, or aid shall be accepted under this Program without the prior written approval of the City Mayor and the Sangguniang Panlungsod by way of a City Resolution.

SECTION 26 ADMINISTRATIVE SANCTIONS.

Any official or personnel of the CHO who violates the foregoing mechanics and guidelines shall be preventively suspended for sixty (60) days by the City Mayor while an investigation is being conducted by the City Legal Officer. The appropriate administrative action shall then be filed in the proper venue at the conclusion of such investigation if warranted.

SECTION 27 FREE EMERGENCY MEDICAL ASSISTANCE TO VAWC VICTIMS

A special medical assistance program for the benefit of victims of domestic abuse as defined under RA 9262.



SECTION 28 GUIDELINES.

This Program shall be implemented in this manner:

- a. This Program may be availed of by any victim of abuse as defined under RA 9262 and any victim of violence against women and children as defined under this Code;
- b. All records and information related to any treatment or service provided for victims of abuse who availed of this Program shall be considered confidential and shall not be released to third parties without the express written consent of the victim or, in case the victim is a minor or a person with the mental capabilities equivalent to that of a child, the guardian of the victim, or without an order issued by a judge;
- c. Only the rendition of first aid treatment, the conduct of medical consultation, and the issuance of medical certificates shall be covered under this Program and all such services shall be given for free;
- d. Medical supplies incidental to the rendition of first aid treatment shall also be free of charge in favor of the victim;
- e. No person shall be refused assistance under this Program for any reason; and
- f. All data and information gathered under this Program shall be compiled in a secure database to be used by the CHO in formulating future activities or in calibrating existing activities and projects in relation to gender equality, abuse prevention, sexual right awareness, and sexual health.

SECTION 29 ADMINISTRATIVE SANCTIONS.

Any official or personnel of the CHO or of the city government who violates the foregoing mechanics and guidelines shall be preventively suspended for sixty (60) days by the City Mayor while an investigation is being conducted by the City Legal Officer. The appropriate administrative action shall then be filed in the proper venue at the conclusion of such investigation if warranted.

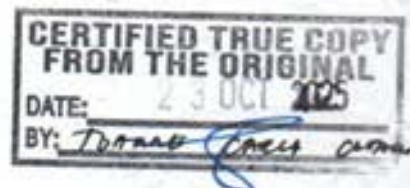
SECTION 30 THE BACOR MENTAL HEALTH PROGRAM.

A special program that will provide counseling, therapy, intervention, or treatment to residents of the City of Bacoor who may be suffering from depression or various psychiatric or psychological afflictions.

SECTION 31 GUIDELINES.

This Program shall be implemented in this manner:

- a. The City Health Officer, in consultation with the DOH, the Philippine Mental Health Association, other non-government organizations, medical institutions, or private corporations advocating mental health awareness and promotion, shall formulate a **Mental Health Policy Manual for the City of Bacoor** within six (6) months after the date of effectivity of this Ordinance.



- b. All activities in furtherance of this Program shall be implemented in accordance with the Mental Health Policy Manual.
- c. The records of all persons who shall avail of the various services to be offered by the CHO under this Program shall be confidential and shall not be released to third parties without the express written consent of the victim or, in case the victim is a minor or a person with the mental capabilities equivalent to that of a child, the guardian of the victim, or without an order issued by a court of law.
- d. The City Health Officer is hereby empowered to propose, formulate, and undertake fund-raising activities for the implementation of this Program. **Provided that:** (1) No fundraising activity shall be implemented without a detailed description of the said activity, its purposes, its manner of implementation, and the projects/activities that will use the funds to be raised to be submitted to the City Mayor by the City Health Officer, (2) No fundraising activity under this Program shall be implemented without the prior written approval of the City Mayor, and (3) all funds raised under this Program shall be deemed as public funds and shall be utilized in strict adherence to pertinent laws and policies of the national government.

SECTION 32 ADMINISTRATIVE SANCTIONS.

Any official or personnel of the CHO or of the city government who violates the foregoing mechanics and guidelines shall be preventively suspended for sixty (60) days by the City Mayor while an investigation is being conducted by the City Legal Officer. The appropriate administrative action shall then be filed in the proper venue at the conclusion of such investigation if warranted.

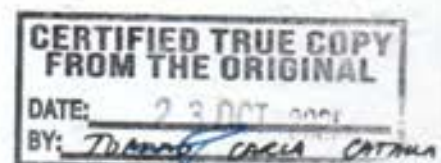
SECTION 33 THE BACOR ABUSE TREATMENT CENTER.

A facility dedicated to the treatment of the emotional, physical, and psychological toll of various forms of abuse or battering to be supervised, operated and managed by the City Health Office.

SECTION 34 GUIDELINES.

The Facility shall operate based on the following guidelines:

- a. It shall operate every Tuesday, Thursday, and Saturday from 10:00 am to 7:00 pm and shall be based at the Sagip Buhay and Recovery City Health Center situated at the Bacoor Government Center or at the Bacoor District Hospital;
- b. It shall be manned by at least one (1) psychiatrist, one (1) psychologist, one (1) psychometrician, and one (1) clerical staff with sufficient training and experience in mental health and in the treatment and diagnosis of various mental health issues;
- c. The Facility shall provide expert, timely, and compassionate treatment, therapy, counseling, or intervention in favor of victims of different forms of abuse;



- d. The Facility shall provide and operate a hotline that can be used by persons in need of treatment or counseling related to various mental health issues;
- e. The records of all persons who shall avail of the various services to be offered by the Facility shall be confidential and shall not be released to third parties without the express written consent of the victim or, in case the victim is a minor or a person with the mental capabilities equivalent to that of a child, the guardian of the victim, or without an order issued by a judge; and
- f. No person suffering from mental health issues shall be refused treatment or counseling by the personnel of the Facility.

SECTION 35 ADMINISTRATIVE SANCTIONS.

Any official or personnel of the CHO, the Facility, or of the city government who violates the foregoing mechanics and guidelines shall be preventively suspended for sixty (60) days by the City Mayor while an investigation is being conducted by the City Legal Officer. The appropriate administrative action shall then be filed in the proper venue at the conclusion of such investigation if warranted.

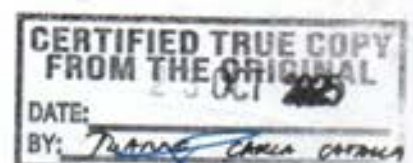
SECTION 36 THE SAFE START PROGRAM.

A medical intervention program intended to prevent the spread of sexually transmitted diseases and improve the health of abused persons forced into prostitution, of persons who have sex with multiple partners, or of those engaged in the commercial sex trade.

SECTION 37 GUIDELINES.

This Program shall be implemented in this manner:

1. All persons residing within the City of Bacoor who identify themselves as having engaged in sex with multiple partners -- with or without material considerations and regardless of the reasons why they engaged in promiscuous sex-- shall be given access to this Program.
2. The personal details and/or medical records of all persons who take part in this Program shall be treated with utmost confidentiality by all personnel and officials of the CHO and of the city government.
3. Persons working at all night clubs, sauna parlors, massage parlors, and other commercial establishments where various sex acts may occur including persons who identify themselves as commercial sex workers or those who admit to having sex with multiple partners shall be mandated to undergo check up at the CHO from Tuesday to Thursday between 10:00 am to 3:00 pm.
4. The medical checkups to be conducted at the CHO shall be free of charge. However, the medicines to be used by the CHO for the treatment of any STDs contracted by any of the persons mentioned above shall not be free of charge.
5. Persons who shall test positive for HIV shall be treated in accordance with prevailing policies and protocols of the DOH with regard



persons suffering from Acquired Immune Deficiency Syndrome (AIDS); and

6. All persons who shall avail of the Program shall be given (a) counseling on how to engage in safe and responsible sex, (b) free condoms, and (c) advise on how to leave commercial sex work, or how to seek treatment for sex addiction.

SECTION 38 ADMINISTRATIVE SANCTIONS.

All personnel or appointed officials of the CHO or of the city government who: (a) divulge, share, publish, or sell the personal details or medical records of any person who avail of this Program, (b) refuse to give treatment to any person who qualifies under this Program, or who (c) behave discourteously toward any person who qualifies and seek treatment under this Program shall be preventively suspended for thirty (30) days pending investigation of any complaint filed against him/her in addition to any penalty that may be imposed against him/her after such investigation.

SECTION 39 THE BACOR HIV/AIDS/STD PREVENTION COUNCIL.

The said council will lead the fight against the spread of STD, AIDS and HIV in the City of Bacor.

SECTION 40 OPERATIONAL GUIDELINES FOR THE COUNCIL.

- a. Formulate policies and strategies for the prevention and control of STD/HIV/AIDS within the City of Bacor.
- b. Prepare short-, medium-, and long-term plans for the prevention and control of STD/HIV/AIDS within the City of Bacor.
- c. Monitor and evaluate the implementation of its programs and plans, campaigns, and strategies.
- d. Organize and encourage owners/operators/managers of registered entertainment establishments, sauna, and massage parlors to actively participate in the prevention and control of STD/HIV/AIDS.
- e. Identify and recommend priorities and gaps in local STD/HIV/AIDS related cases.
- f. Conduct periodic public information, education, and communication activities in the promotion of the use of prophylactics, reproductive health, prevention, and the control of STD/HIV/AIDS in different communities and barangays.
- g. Conduct regular, age-appropriate seminars in all educational institutions from primary to tertiary level and to distribute, disseminate, circulate, publish, or broadcast modules, pamphlets, booklets, brochures, or other forms of information be it written verbal, audio, or video.
- h. Conduct regular seminars/forums/dialogues in all government institutions and agencies and its subdivisions whether national or local including government owned or controlled corporations found within



the territorial jurisdiction of the City of Bacoor on responsible sex practices as well as in private establishments and to contribute, disseminate, circulate, publish, or broadcast modules, pamphlets, booklets, brochures or other forms of information be it written, verbal, audio, or video on how to control the spread of STD/HIV/AIDS.

- i. Conduct yearly STD/HIV/AIDS Serological and Behavioral Surveillance, in coordination with the Reproductive Health Clinic (RHC-CHO) and the Department of Health (DOH) among people with high-risk sexual behavior or those who by the nature of their work is prone to contacting STD/HIV/AIDS.
- j. Initiate skills training, advocacy program and development strategies to benefit the people with the high risk of contracting STD/HIV/AIDS.
- k. Monitor, inspect, regularly examine the facilities, practices and procedures of hospitals, medical/dental clinics, medical/dental laboratories, medical/dental testing centers and blood banks located within the territorial jurisdiction of the City of Bacoor whether they are public or privately owned, for profit or charitable purpose and evaluate whether they have complied with the existing minimum standards in the prevention and containment of STD/HIV/AIDS.
- l. Recommend to the Sangguniang Panlungsod the enactment of ordinances that shall assist in the control, prevention, and containment of STD/HIV/AIDS.
- m. Recommend the closure or imposition of sanctions or penalties on any establishment found violating the prohibited acts as mentioned in this ordinance.
- n. Assist in the source/request for funding and recommend allocation of resources.
- o. To act as the primary agency that shall represent the City of Bacoor in all conventions, conferences, forums or gathering of other agencies, organizations, leagues, chambers or groupings whether national, local or international pertaining to the issue of STD/HIV/AIDS.
- p. To monitor, in coordination with the City Health Office, the number of STD/HIV/AIDS cases in the City of Bacoor.
- q. To identify STD/HIV/AIDS cases through passive and active surveillance; and
- r. To reform all other task and functions related to the overall objective in the prevention and control of STD/HIV/AIDS in the City of Bacoor.

SECTION 41 ADMINISTRATIVE SANCTIONS.

All personnel or officials of the city government who unjustifiably refuse to accede to, or comply with, the various directives of the Bacoor STD/AIDS/HIV Prevention Council shall be preventively suspended for thirty (30) days pending investigation of any complaint filed against him/her in addition to any penalty that may be imposed against him/her after such investigation.



The business permit or permit to operate of any commercial establishment or educational institution that unjustifiably refuse to accede to, or comply with, the various directives of the Bacoor STD/AIDS/HIV Prevention Council shall be suspended for thirty (30) days. Such suspension shall be extended on a day-to-day basis and shall not be lifted until and unless the owners or persons-in-charge of such commercial establishments or educational institutions accede to, or comply with, the said directives.

SECTION 42 THE BACOOR REPRODUCTIVE HEALTH PROGRAM.

This program aims to educate constituency on the importance of reproductive health.

SECTION 43 IMPLEMENTING GUIDELINES. The various programs under the Bacoor Reproductive Health Program shall be implemented in this manner:

- a) The freedom of choice of individuals covered by the said programs shall not be curtailed.
- b) The right of persons covered by the said programs to information on all aspects of reproductive health shall be respected and protected.
- c) No form of coercion in favor of one method of family planning shall be employed by any employee or official of the city government; and
- d) All persons who shall avail of the various programs falling under the Bacoor Reproductive Health Program shall be always treated with respect and courtesy by the employees and officials of the city government tasked with their implementation regardless of the former's gender, age, physical appearance, ethnicity, educational attainment, sexual preference, creed, or other personal circumstances.

SECTION 44 ADMINISTRATIVE SANCTIONS.

The following administrative sanctions shall be imposed against any employee, personnel, or official of the city government who violates the immediately preceding provision or any related policy of the city government:

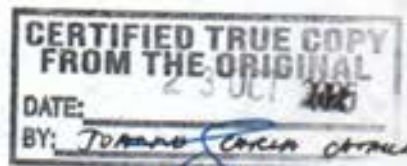
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| First Offense: | Stern warning and suspension without pay for three (3) working days. |
| Second Offense: | Suspension without pay for fifteen (15) working days. |
| Third Offense: | Suspension without pay for thirty (30) working days. |
| Fourth Offense: | Termination from employment. |

RULE 6

LABOR AND EMPLOYMENT DEVELOPMENT PROGRAMS AND SERVICES

SECTION 45 SOLO PARENTS RIGHTS MONITORING PROGRAM.

This program aims to monitor compliance by the city on RA 8972 or known more as the "Solo Parent Act of 2000".



SECTION 46 GUIDELINES.

The Program shall be implemented in this manner:

- a] The CSWDO shall create a system that will enable the said office to effectively monitor the manner, frequency, and consistency by which the various rights afforded to solo parents by law are being observed and complied with in the City of Bacoor.
- b] The said system shall be maintained by the said office through the assignment of the necessary personnel to do the said task.
- c] The data accumulated by the system shall be shared bi-annually by the CSWDO to the Sangguniang Panlungsod, the Office of the City Mayor, to the GAD Focal Point System, and to the Department of Social Welfare and Development (DSWD).
- d] The data accumulated by the system shall be used by the GAD Focal Point System to recommend various projects and programs to the City Mayor and to the Sangguniang Panlungsod that will promote the various objectives of the Program.
- e] The database shall also be used by the City Legal Office in the prosecution of persons, businesses or institutions that violate this Ordinance; and
- f] The CSWDO shall develop a mechanism that will ensure the accuracy of the various data that it shall enter into the system and warrant that said data are up to date.

SECTION 47 ADMINISTRATIVE SANCTIONS. The following administrative sanctions shall be imposed against any employee, personnel, or official of the city government who shall violate the various provisions of the immediately preceding sub-section or of any relevant provision of this Code:

- First Offense: Stern warning and suspension without pay for three (3) working days.
- Second Offense: Suspension without pay for fifteen (15) working days.
- Third Offense: Suspension without pay for thirty (30) working days.
- Fourth Offense: Termination from employment.

SECTION 48 KASAMBAHAY RIGHT PROTECTION PROGRAM.

A program intended to ensure the effective implementation of Republic Act No. 10361 (also known as the "Batas Kasambahay") and of Rule X, Sections 3 and 6 of the implementing rules and regulations of the said law.

SECTION 49 GUIDELINES.

The Program shall be implemented in this manner:

- 1] The CSWDO and the officers of the Liga ng mga Punong Barangay shall jointly design a survey form that will effectively measure and record



the compliance of all households within the City of Bacoor that employ kasambahays with the various provisions of RA 10361.

2] The template of the said survey form shall be submitted for review by the City Mayor and by the Punong Barangay of all the barangays in the City of Bacoor.

3] After the City Mayor and a simple majority of the Punong Barangay of the 73 barangays of the City of Bacoor approves the survey form template, the template shall be finalized by the CSWDO and shall be distributed to all the barangays.

4] The questions in the survey form shall be in Tagalog and Cebuano and shall be simply worded.

5] The CSWDO shall conduct a seminar to be attended by the officials of the various barangays in the City of Bacoor on how to use the form, how to conduct the survey, the purpose of the program, and on how to verify the accuracy of the various data gathered during the survey.

6] The CSWDO shall develop a system that would record the number of forms distributed to each barangay.

7] The Punong Barangay shall appoint the barangay officials or residents of the barangay who shall distribute and collect the forms to the various households within the barangay.

8] The forms (and their attachments if any) shall be submitted by the barangay to the CSWDO.

9] The various data gathered shall be organized and collated by the CSWDO in the creation of a system that will enable it to effectively implement RA 10361, create a hotline that kasambahays and employers can use with regard various issues related to the implementation of RA 10361, and help kasambahays find better employment or livelihood opportunities in case they lose their job

SECTION 50. ADMINISTRATIVE SANCTIONS.

The following administrative sanctions shall be imposed against any employee or official of the city government, or against any official or employee of the various barangays of the City of Bacoor who fails or refuses to comply with the guidelines provided under the immediately preceding paragraph or who deliberately provides false or misleading data in the various survey forms or documents attached to the said forms:

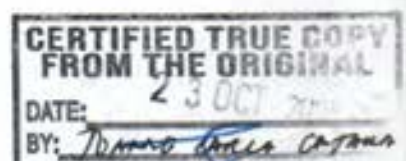
First Offense: Stern warning and suspension without pay for three (3) working days.

Second Offense: Suspension without pay for fifteen (15) working days.

Third Offense: Suspension without pay for thirty (30) working days.

Fourth Offense: Termination from employment and filing of the appropriate criminal and/or administrative case against the offender/s.

SECTION 50 BAGONG BUHAY ECONOMIC DEVELOPMENT PROGRAM.



A program for the improvement of the livelihood and earning capacity of ex-convicts, former sex workers, urban poor families, and abused women residing in the City of Bacoor.

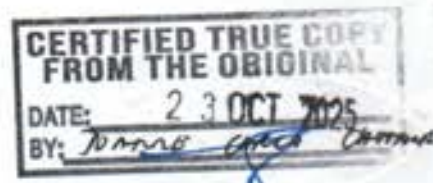
SECTION 51 GUIDELINES.

The Program shall be implemented in this manner:

- 1] The GAD Focal Point System, in coordination with the Urban Poor Council, the PWD Council, the Senior Citizen's Council, the Bacoor People's Council, the DSWD, NGO's dedicated to poverty eradication and gender equality, and representatives of the business sector shall prepare a list of all ex-convicts, sex workers who wish to start a new life, former sex workers, urban poor families, and abused women residing in the City of Bacoor who are extremely poor;
- 2] The list shall be published in a newspaper of general circulation in the Philippines and shall be verified by the Bacoor Chamber of Commerce in cooperation with the DSWD and the Department of Justice.
- 3] Once the identities and extreme poverty of the persons in the list have been verified, the GAD Focal Point System shall begin to formulate various livelihood training programs for them designed to improve their earning capacity, make them productive and law-abiding members of society, and wean them away from a life of crime and/or mendicancy.
- 4] The GAD Focal Point System shall review the list annually and remove the names of persons who are unqualified or who are no longer qualified to avail of the benefits of the Program.
- 5] The GAD Focal Point System shall monitor the implementation of all livelihood programs under the **Bagong Buhay Economic Development Program** to make sure that its implementation are not tainted with corruption and the afore-stated program objectives are being met; and
- 6] The GAD Focal Point System shall have the power to cause the administrative or criminal prosecution of any person who commits fraud in the implementation of any aspect of the **Bagong Buhay Economic Development Program**.

SECTION 52 ADMINISTRATIVE SANCTIONS.

Any employee or official of the city government or of any of the barangays of the City of Bacoor who violates the various policies related to the **Bagong Buhay Economic Development Program** as provided above through the commission of graft, corruption, falsification, neglect of duty, and any other similar or analogous offense or crime that results in damage to the government, or in the improper implementation of the **Bagong Buhay Economic Development Program** shall be required to pay a fine of **Five Thousand Pesos (P5,000.00)** and shall be terminated from government service in addition to the filing of other criminal or administrative cases against him/her. **Provided further**, that the employee or official concerned shall be preventively suspended for a period not exceeding sixty (60) days by the City Mayor in order to ensure that the suspect shall not tamper with any of the pieces of evidence that may be used against him/her.



RULE 7

POLITICAL AND SOCIAL RIGHTS DEVELOPMENT PROGRAMS

SECTION 53 THE BACOR PEOPLE'S COUNCIL.

Pursuant to the right of the people to have a direct participation in the development and implementation of government policies, the Bacoor People's Council is hereby created. The Council shall be comprised of the duly elected president or chairperson of all non-government organizations and people's organizations accredited by the Sangguniang Panlungsod. The composition of the Bacoor People's Council shall change every two years following the election of the officers of the above-mentioned NGO's or PO's. The Bacoor People's Council shall be convened by the City Mayor on the second Sunday of July 2019 and on the second Sunday of July every two years thereafter. The said meeting shall henceforth be referred to as the General People's Assembly. NGO's or PO's with leadership disputes that are pending before any government body, agency, court, or tribunal at the time the People's Council is convened shall be disqualified from sending a representative to the People's Council. The Sangguniang Panlungsod shall act as the Electoral and Advisory Committee of the People's Council whenever it elects its officers or whenever it is in need of guidance. The Sangguniang Panlungsod shall also be the final arbiter of any dispute that might arise between/among the officers of the People's Council.

SECTION 54 POWERS AND FUNCTIONS. The People's Council shall have the following powers and functions:

- 1] Elect the following officers during its General People's Assembly:
 - Chairperson
 - Vice President for Poverty Reduction
 - Vice President for Housing and Community Development
 - Vice President for Environmental Protection
 - Vice President for Moral Recovery
 - Vice President for Political and Social Rights Protection
 - Council Secretary
 - Council Treasurer
 - Council Assistant Treasurer
 - Council Auditor
 - Council Assistant Auditor
- 2] Create its own sources of revenue subject to the approval of the Sangguniang Panlungsod and a majority of the members of the People's Council;
- 3] Determine how to use its funds subject to the approval of the Sangguniang Panlungsod and of the majority of the members of the People's Council;
- 4] Engage the services of consultants or professionals in the implementation and development of its various projects;
- 5] Implement projects in relation to poverty reduction, housing and community development, environmental protection, moral recovery, and the protection of the political and social rights of women, children, members of the LGBTQ community, the aged, persons with disabilities, the poor, the uneducated, and other marginalized members of the community;

6] Advise the Sangguniang Panlungsod in the crafting of local ordinances in relation to poverty reduction, housing and community development, environmental protection, moral recovery, and the protection of the political and social rights of women, children, members of the LGBTQ community, the aged, persons with disabilities, the poor, the uneducated, and other marginalized members of the community;

7] Serve as a check-and-balance to the elected officials of the city government in the exercise of their official powers and in the use of public funds and resources; and

8] Assist the city government in the implementation of various projects that aims to improve the lives of city residents, improve peace and order, promote public health and welfare, protect the environment, protect the political and social rights of women, children, members of the LGBTQ community, the aged, persons with disabilities, the poor, the uneducated, and other marginalized members of the community, and other analogous projects.

SECTION 55 THE ANTI DISCRIMINATION AND GENDER EQUALITY (ADAGE). Creation of the ADAGE Program. A program that aims to combat all forms of discrimination against persons and promote gender equality in the private and public sectors.

SECTION 56 MANDATORY ESTABLISHMENTS. Mandatory Establishment of ADAGE Desks in all Barangay Halls and Offices within the Bacoor City Hall; Mandatory Designation of an ADAGE Focal Person in Every Barangay and in Every Office. The Punong Barangay of all the 73 Barangays of the City of Bacoor as well as the City Mayor are hereby mandated to create and maintain ADAGE desks in all barangay halls and in all offices within the City Hall. The Punong Barangay of the said barangays and the City Mayor shall also appoint focal persons who shall take charge of the said ADAGE desks.

RULE 8

SAFETY AND PROTECTION DEVELOPMENT RIGHTS

SECTION 57 VAWC DESK PROGRAM.

This program aims to provide support desk available in every barangay to cater women and children victims of abused.

SECTION 58 IMPLEMENTING GUIDELINES

1. The City Mayor and Punong Barangay of all the barangays of the City of Bacoor shall create and maintain a Violence Against Women and Children (VAWC) desks in all barangay halls and in all offices within the City Hall.
2. The said officials are also hereby required to appoint focal persons that will take charge of the said desks.
3. Considering the relation of a lack of understanding of the meaning of gender equality and the harm of discrimination to the development of individuals and of nations to the perpetration of violence to women and to children, the functions of the VAWC and ADAGE desks are hereby commingled and combined and the focal persons to be appointed to take charge of VAWC desks shall also be the same persons who shall take charge of ADAGE desks



RULE 9

THE GENDER DEVELOPMENT FOCAL POINT SYSTEM

SECTION 59 COMPOSITION.

The GAD Focal Point System shall be comprised of the following officials:

1. Chairperson: City Mayor
2. Vice- Chair : City Vice Mayor

Executive Council Members:

3. CSWDO Head;
4. DepEd Division Superintendent;
5. Chief of Police, Bacoar Police Station
6. Chairperson, Sangguniang Panlungsod Committee on Women, Children and Family Relations;
7. City Administrator; and
8. City Health Officer.

The GAD Focal Point System shall have a **TECHNICAL WORKING GROUP (TWG)** that will assist the GAD Focal Point System in the performance of its various tasks including the development, formulation, implementation, and monitoring of the various programs created under this Code and such projects and programs to be implemented by the city government that are related to gender equality, gender mainstreaming, anti-discrimination and the like. The TWG shall be comprised of representatives of the following offices:

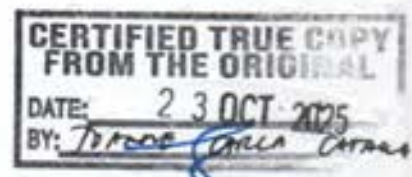
1. CSWDO
2. City Planning and Development Office
3. City Budget Office
4. City Treasurer's Office
5. HRDMD
6. City Interior and Local Government Operations Office

The TWG shall be headed by the representative of the CSWDO who must hold a salary grade of not less than SG 23.

The GAD Focal Point System shall have its own **SECRETARIAT** which will record its various meetings and proceedings maintain and manage the various databases to be created by virtue of this Code, take charge of the various official records of the GAD Focal Point System and serve as a support group that will assist the GAD Focal Point System in the performance of its various duties. The Secretariat shall be headed by the Sangguniang Panlungsod Secretary and shall be comprised of the following:

1. The City Population Officer
2. One regular employee assigned to the CSWD Office familiar with the work of the GAD Focal Point System
3. One (1) regular employee assigned to the HRDMD familiar with gender equality issues

The Legislative Officer of the Sangguniang Panlungsod member who chairs the Committee on Women, Children and Family Relations.



SECTION 60 POWERS AND FUNCTION.

The GAD Focal Point System shall have the following powers:

- a) Implement the various programs placed under its charge in this Code;
- b) Exercise the various powers given to it under this Code including those that were accorded to it by law, resolution, executive order, memorandum order, memorandum circular, and other government regulations or decree;
- c) Lead in mainstreaming gender perspective in agency/department policies, plans and programs. In the process, they shall ensure the assessment of the gender-responsiveness of systems, structures, policies, programs, processes, and procedures of the agency based on the priority needs and concerns of constituencies and employees and the formulation of recommendations including their implementation;
- d) Assist in the formulation of new policies promoting gender equality, gender mainstreaming, and other issues that will advance women's status, eradicate all forms of discrimination;
- e) Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review and updating of sex-disaggregated data or GAD database to serve as basis in performance-based gender responsive planning;
- f) Coordinate efforts of different divisions, offices, units of the agency and advocate for the integration of GAD perspectives in all their systems and processes;
- g) Spearhead the preparation of the agency annual performance-based GAD Plans, Programs and Budget in response to gender issues of their constituencies and clients and in the context of their agency mandate, and consolidate the same following the format and procedure prescribed by the PCW, DBM and NEDA in the Joint Circular 2012-1;
- h) Submit the consolidated GAD Plans and Budgets of the department/agency, and as needed, in responding to PCW's comments or requests for additional information;
- i) Lead in monitoring the effective implementation of GAD-related policies and the annual GAD Plans, Programs and Budget;
- j) Lead the preparation and consolidation of the annual agency GAD Accomplishment Report and other GAD Reports that maybe required under the MCW;
- k) Strengthen the external link with other agencies or organizations working on women's rights and gender and development to harmonize and synchronize GAD efforts and various levels of governance;



- l) Promote and actively pursue the participation of women and gender advocates, other civil society groups, and private organizations in the various stages of the development planning cycle, giving special attention to the marginalized sectors;
- m) Ensure that all personnel of the agency including the finance officers (e.g. accountant, budget officer, auditors) are capacitated on GAD; and
- n) Recommend and plan an appropriate capacity development program on gender and development for its employees as part of, and implemented under, its regular human resource development program

RULE 10

PROHIBITED ACTS AND PENALTIES

SECTION 61 Prohibition Against Traditional Child Birthing at Home/Penalties.

Traditional child birthing at home performed through the assistance of traditional midwives (also known as *hilot* or *albularyo*) who have not received proper training and accreditation from a reputable school of medicine and from the Department of Health (DOH) is hereby prohibited. Persons who shall assist in childbirths at home in violation of this provision shall pay a fine of **Five Thousand Pesos (PhP 5,000.00)** and shall be imprisoned for **one (1) year** upon the final determination of a court of law. **Provided that:** instead of being imprisoned, the offender shall be ordered by the court to render community service as defined in this ordinance while the City of Bacoor, or any part thereof, is under community quarantine or while its city jails or detention centers are overcrowded.

SECTION 62 Prohibition Against Cat Calling or Harassment in Public Places/Penalties.

The performance of all forms of sexual harassment against women, men, and children in all public places by way of cat-calling, wolf-whistling, cursing, stalking, leering, and other similar or analogous acts that tend to cause discomfort, fear, anxiety or embarrassment to the subject of harassment is hereby prohibited. Persons who shall perform any of the acts described above or a combination thereof shall pay a fine of **Five Thousand Pesos (PhP 5,000.00)** and shall be imprisoned for **one (1) year** upon the final determination of a court of law. **Provided that:** instead of being imprisoned, the offender shall be ordered by the court to render community service as defined in this ordinance while the City of Bacoor, or any part thereof, is under community quarantine or while its city jails or detention centers are overcrowded.

SECTION 63 Prohibition Against Sexually Exploitative Acts /Penalties.

The holding of any event, benefit dance, or indecent shows in any place involving two or more persons that results in the sexual exploitation, denigration, or harassment of a woman, man, or child or a group of men, women, or children is hereby prohibited. Persons who shall organize, attend, or take part in events that violate this prohibition shall pay a fine of **Five Thousand Pesos (PhP 5,000.00)**



and shall be imprisoned for **one (1) year** upon the final determination of a court of law. **Provided that:** instead of being imprisoned, the offender shall be ordered by the court to render community service as defined in this ordinance while the City of Bacoor, or any part thereof, is under community quarantine or while its city jails or detention centers are overcrowded.

SECTION 64 Prohibition Against Acts of Discrimination Against Differently Abled Persons, the Elderly, the Uneducated, the Poor, the Physically Deformed, the Members of the LGBT Community, Convicted Felons, and Members of Cultural/Religious Minorities /Penalties.

No person shall be refused to be given assistance, equal treatment, formal education, or employment by reason of his/her gender, disability, age, educational attainment or lack thereof, poverty, physical deformity, sexual orientation or preference, criminal past, ethnicity, religion, or other personal circumstances in any public office, or privately owned business, establishment, office, or institution operating or situated within the City of Bacoor. Government employees who shall violate this provision shall be preventively suspended for not more than thirty (30) days while the complaint against them is being investigated. Government employees under the employ of the city government who are found guilty of violating this provision shall pay a fine of **Five Thousand Pesos (PhP 5,000.00)** and shall be terminated from employment. Persons in the private sector who shall violate this provision shall pay a fine of **Five Thousand Pesos (PhP 5,000.00)** and shall be required to attend a gender equality and sensitivity seminar to be administered by the GAD Focal Point System. **Provided that:** instead of being imprisoned, the offender shall be ordered by the court to render community service as defined in this ordinance while the City of Bacoor, or any part thereof, is under community quarantine or while its city jails or detention centers are overcrowded

SECTION 65 Prohibition Against the Showing of Pornography in Various Places of Amusement.

The showing of pornography in all amusement places such as cinemas and theaters as well as in other places of amusement operating or situated within the City of Bacoor is absolutely prohibited. Persons who shall cause the showing, exhibition, or distribution of pornography in the above-mentioned places as well as persons who watch, witness, buy, receive, or pay for such pornographic materials shall pay a fine of **Five Thousand Pesos (PhP 5,000.00)** and shall be required to attend a gender equality and sensitivity seminar to be administered by the GAD Focal Point System. The parents or guardians of minors who shall violate this provision shall pay a fine of **Three Thousand Pesos (PhP 3,000.00)** and shall be required to attend a gender equality and sensitivity seminar to be administered by the GAD Focal Point System together with their minor child or ward who violated this provision. **Provided that:** instead of being imprisoned, the offender shall be ordered by the court to render community service as defined in this ordinance while the City of Bacoor, or any part thereof, is under community quarantine or while its city jails or detention centers are overcrowded." Xxx



RULE 11
MISCELLANEOUS PROVISIONS



SECTION 66 SEPARABILITY.

In case a provision of this Code is declared void or unconstitutional by the proper court of law, the other provisions of this Code not affected by such declaration shall remain effective and enforceable.

SECTION 67 EFFECTIVITY.

This Implementing Rules and Regulation shall take effect immediately.