



Republic of the Philippines  
**QUEZON CITY COUNCIL**  
Quezon City  
22<sup>nd</sup> City Council

PO22CC-461

113<sup>th</sup> Regular Session

ORDINANCE NO. SP- **3417**, S-2025

AN ORDINANCE PROVIDING FOR A COMPREHENSIVE ANTI-DISCRIMINATION POLICY ON THE BASIS OF SEXUAL ORIENTATION, GENDER IDENTITY AND EXPRESSION, AND SEX CHARACTERISTICS (SOGIESC), REVISING FOR THIS PURPOSE QUEZON CITY ORDINANCE NO. SP-2357, S-2014, OTHERWISE KNOWN AS THE "QUEZON CITY GENDER-FAIR ORDINANCE"

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

*WHEREAS, Section 14, Article II of the said Constitution mandates the State to ensure the fundamental equality of persons;*

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

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

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

WHEREAS, Section 73 of Quezon City Ordinance No. SP-1401, S-2004, otherwise known as the Gender and Development Code of Quezon City, states that it is the policy of the City to employ conscious efforts at improving the quality of lives of women and men of all sexual orientations and identities based on sustained, equitable growth and balanced ecology;

WHEREAS, according to Office Order No. 27, Series of 2013 of the Office of the Mayor, the Quezon City Pride Council (QCPC) was constituted in view of the City Government's support to GAD plans, programs and activities, with the aim of integrating and synchronizing programs and projects of the lesbian, gay, bisexual and transgender (LGBTQIA+) community in the City, and to ensure herein the effective implementation of said programs;

WHEREAS, QCPC shall spearhead cultural, arts, film, sports and other related events including education campaigns on LGBTQIA+ issues and concerns. The QCPC shall conduct trainings and livelihood programs for the LGBTQIA+ community in coordination with other City departments or offices and national government agencies, including private agencies;

WHEREAS, on March 26, 2007, a group of human rights experts launched the Yogyakarta Principles on the Application of Human Rights Law in Relation to Sexual Orientation and Gender Identity (hereinafter the "Yogyakarta Principles"). The Yogyakarta Principles are intended as a coherent and comprehensive identification of the obligation of States to respect, protect and fulfill the human rights of all persons regardless of their sexual orientation or gender identity;

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

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

WHEREAS, according to the research conducted by the Philippine LGBTQIA+ Hate Crime Watch, of the 141 documented cases of hate crimes from 1996 to 2011, 95 cases involved gay men, 26 involved transgenders, 16 involved lesbians and four (4) involved bisexuals. From an average of ten (10) LGBTQIA+ people murdered between 1996-2008, the number has risen to 12 in 2009, 26 in 2010, and 27 from January to May 2011;

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

WHEREAS, in 2003, the Quezon City Council enacted Ordinance No. SP-1309, S-2003 entitled "An Ordinance Prohibiting All Acts of Discrimination Directed Against Homosexuals in any Office in Quezon City Whether in the Government or in the Private Sector, and Providing Penalties for Violation Thereof," the first recorded Anti-Discrimination Ordinance in the Country protecting the LGBTQIA+ community;

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WHEREAS, on March 27, 2014, Mara La Torre, a 22-year old transgender woman and a call center employee, filed a criminal complaint before the Quezon City Prosecutor's Office for violation of Quezon City Ordinance No. SP-1309, S-2003, on the ground that she was prevented by security guards from using the women's washroom or toilet in her workplace;

WHEREAS, on September 26, 2014, the UN Human Rights Council adopted a Resolution against LGBTQIA+ violence and discrimination expressing grave concern on acts of violence and discrimination committed against individuals based on their sexual orientation and gender identity, and upholding the rights of the LGBTQIA+. The Philippines was among the 25 countries which voted affirmatively in this landmark UN Resolution;

WHEREAS, Article 18(1) of the International Covenant on Civil and Political Rights (ICCPR), ratified by the Philippines in 1986, provides that "everyone shall have... the freedom to have or to adopt a religion or belief of his choice, and freedom, either individually or in community with others and in public or private, to manifest this religion or belief in worship, observance, practice and teaching," affirming the fundamental right of every individual to freely practice their religion without discrimination;

WHEREAS, the right to freely manifest religion must be balanced with other rights guaranteed by law, as provided in the above-cited provision of the ICCPR, which further states that "freedom to manifest one's religion or beliefs may be subject only to such limitations as are prescribed by law and are necessary to protect public safety, order, health, or morals or the fundamental rights and freedoms of others," as well as provided in Section 7 of the UN Human Rights Council's General Comment No. 22, which provides that "no manifestation of religions or beliefs may amount to propaganda for war of national, racial or religious hatred that constitutes incitement to discrimination, hostility or violence. As stated by the Committee in its general comment 11, States-Parties are under the obligation to enact laws to prohibit such acts;

WHEREAS, there have been enacted gender-related national and local laws which are deemed necessary to be incorporated and adopted in this Ordinance in order to render the same more inclusive and participatory among and across all genders, to wit:

- a. Section 5, Article III of the 1987 Philippine Constitution states that "No person shall be deprived of the free exercise of their religion," affirming the fundamental right of every individual to freely practice their religion without discrimination;

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- b. Republic Act No. 11313, otherwise known as the “Safe Spaces Act,” was enacted prohibiting any act of gender-based streets and public spaces sexual harassment, including misogynistic, homophobic, transphobic and sexist slurs;
- c. Quezon City Ordinance No. SP-2701, S-2018, amending the creation of Quezon City Protection Center for victims/survivors of gender-based violence and abuse under Ordinance No. SP-2191, S-2012;
- d. Quezon City Ordinance No. SP-3081, S-2021, otherwise known as the “Quezon City District Pride Council Ordinance of 2021,” establishing the District Pride Councils in the six (6) districts of Quezon City for the implementation of various LGBTQIA+ related programs, projects, and activities in the barangay;
- e. Quezon City Ordinance No. SP-3126, S-2021, otherwise known as the “Comprehensive Quezon City STI, HIV, and AIDS Prevention and Control Ordinance of 2021”;
- f. Quezon City Ordinance No. SP-3158, S-2022, otherwise known as the “Quezon City Mental Health Code of 2022,” institutionalizing the Quezon City mental health programs and services and for other purposes;
- g. Quezon City Ordinance No. SP-3221, S-2023, otherwise known as the “Quezon City Right to Care Ordinance,” requiring all healthcare professionals to recognize healthcare proxies and making healthcare in our city more accessible and inclusive to members of the LGBTQIA+ community;
- h. Quezon City Ordinance No. SP-3295, S-2024, otherwise known as the “Quezon City Unified Referral System for Child Protection Ordinance”;
- i. Quezon City Ordinance No. SP-3373, S-2024, otherwise known as the “Comprehensive Educational Manual of Quezon City”;
- j. Resolution No. SP-9467, S-2023, urging all barangays in Quezon City to establish an LGBTQIA+ Pride Desk and/or designate their respective LGBTQIA+ focal person.

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WHEREAS, the Quezon City Government, in its effort to promote safe and inclusive spaces for all, seeks to reinforce its position as a progressive and welcoming City, not only for QCitizens, but also for the local and foreign visitors, regardless of sexual orientation, gender identity, and expression, for them to feel secured, respected and protected around the City as tourists or travelling guests, thereby maximizing the positive impacts of Pink Tourism in both the social and economic aspects of the City.

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF QUEZON CITY IN REGULAR SESSION ASSEMBLED:

SECTION 1. TITLE. – This Ordinance shall be known as the “2025 Revised Quezon City Gender-Fair Ordinance.”

SECTION 2. DECLARATION OF POLICY. – It is hereby declared a policy of Quezon City to actively work for the elimination of all forms of discrimination that offend the Equal Protection Clause of the Bill of Rights enshrined in the 1987 Philippine Constitution and other existing laws, and to value the dignity of every person, guarantee full respect for human rights, and give the highest priority to measures that protect and enhance the rights of all people.

SECTION 3. DEFINITION OF TERMS. – For purposes of this Ordinance, the following terms shall be defined as follows:

- a. ACCOMMODATION – refers to a house, apartment, condominium, townhouse, flat, motel, boarding house, hotel, and dormitory, which are open to the general public. It shall also include the grant of license, clearance, certification or any other document issued by governmental authorities or other private or juridical entities;
- b. DISCRIMINATION – refers to any distinction, exclusion, restriction, or preference made on the basis of sexual orientation, gender identity, gender expression, or sex characteristics (SOGIESC) which has an effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by a person, group of persons, or institutions of their human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field, especially including but not limited to, employment, livelihood, education and basic services. The actual sex, sexual orientation, or gender identity or expression of the person subjected to discrimination shall not be relevant for the purpose of determining whether an act of discrimination has been committed;

- c. *EDUCATION* – refers to all types and levels of education, including access to education, the standard and quality of education, and the conditions under which it is given;
- d. *EMPLOYMENT* – refers to the existence of an employer-employee relationship, which is determined by the four-fold test: 1) selection of the employee; 2) payment of wages; 3) power of dismissal; and 4) power of control. This definition shall apply to regular, probational, contractual, seasonal, and project-based workers. In legitimate contracting or sub-contracting arrangements, the contractor or subcontractor shall be deemed the employer of the contractual employee;
- e. *EMPLOYER* – refers to any person, natural or juridical, who uses the services of another person under their orders regarding employment. This definition broadly includes anyone acting in the interest of an employer, both directly and indirectly, but excludes labor organizations, unless they are acting as employers themselves;
- f. *EMPLOYEE* – refers to any individual employed by an employer or any person hired to perform service of any kind for a valuable consideration, including household or domestic helpers and crew members of vessels or seamen;
- g. *GENDER EXPRESSION* – refers to how a person publicly presents one’s gender. This can include behavior and outward appearance such as dress, hair, make-up, body language and voice. A person’s chosen name and pronoun are also common ways of expressing gender;
- h. *GENDER IDENTITY* – refers to each person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms;
- i. *GOODS and SERVICES* – as applied herein includes but shall not be limited to establishments, individuals and groups of individuals supplying physical goods and services such as restaurants, resorts, hotels, clubs, and shopping malls, as well as those providing clearing, repair, maintenance, construction, financial health, transportation and public utility services;

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- j. *LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER, INTERSEX, ASEXUAL, ETC. (LGBTQIA+) – refers to a diverse and complex range of identities based on SOGIESC. The term “LGBTQIA+” refers to the collective of gender and sexual minorities perceived to not conform to social norms, including, but not limited to, lesbian, gay, bisexual, transgender, queer, intersex and asexual persons:*
- j.1. *Lesbian – refers to a term to describe women who are emotionally, romantically and/or sexually attracted to other women. A lesbian can have any gender expression or sex characteristics;*
- j.2. *Gay – refers to a generic term to describe a person who is emotionally, romantically, and/or sexually attracted to people of the same gender. While it is more commonly used to describe men, some women and non-binary people may also be identified as gay. A gay person can have any gender identity, gender expression or sex characteristics;*
- j.3. *Bisexual – refers to a term to describe people who are emotionally, romantically and/or sexually attracted to people of more than one gender. Being bisexual or “bi” does not necessarily mean a person is equally attracted to all genders. Often people who have a distinct but not exclusive preference for one gender may also identify as bisexual. A “bi” person can have any gender identity, gender expression or sex characteristics;*
- j.4. *Transgender – refers to a person with a gender identity that does not align with the sex they were assigned at birth. Transgender or “Trans” people may be identified with gender identities such as man, woman, trans man, trans woman, transgender person, non-binary person or with a wide range of other terms across different languages and locations. While some transgender people seek to modify their bodies with surgery or hormones and/or take other personal, social or legal steps (the process of transition) to bring their body and gender presentation into alignment with their identity, others do not. A transgender person may have any gender expression, sexual orientation or sex characteristics;*

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- j.5. *Queer* – refers to a person whose sexual or gender identity does not correspond to established ideas of sexuality and gender, especially cisheterosexual norms. Historically, an offensive term, “queer” has been reclaimed by the LGBTQIA+ community as inclusive umbrella term for persons with diverse sexual orientations, gender identities and expressions;
- j.6. *Intersex* – refers to an umbrella term used to describe a wide range of innate bodily variations in sex characteristics. Intersex people are born with physical sex characteristics (such as sexual anatomy, reproductive organs, hormonal patterns, and/or chromosomal patterns) that do not fit typical definitions for male or female bodies;
- j.7. *Asexual* – refers to a term that describes a person who does not experience sexual attraction. Some asexual people experience romantic or emotional attraction while others do not. Those who experience romantic attraction may also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the orientation of their romantic attraction. An asexual person can have any gender identity, gender expression or sex characteristics.
- k. *PINK TOURISM* – refers to “LGBTQIA+ tourism” as stated by the United Nations World Tourism Organization, which is a tourism that caters to the LGBTQIA+ community, offering inclusive, safe, and welcoming experiences and destinations. Thus, the global “Pink Tourism” market represents a substantial and growing economic force, with estimates valuing it in hundreds of billions of US dollars annually, and LGBTQIA+ travelers are recognized for their higher disposable income, tendency for repeat visits, and loyalty to destinations that are genuinely inclusive and affirming, thus presenting a significant opportunity for Quezon City to stimulate local businesses, create employment and enhance its overall tourism industry;
- l. *PUBLIC RIDICULE* – refers to an act of making fun or contemptuous imitation or mockery of persons whether in writing, online or offline, or in speech or through words, or in action on the basis of actual SOGIESC;
- m. *SEX* – refers to the biological and physiological characteristics of a person assigned at or acquired by birth having a system of reproduction corresponding to that belonging to either male, female or intersex;

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- n. *SEX CHARACTERISTICS* – refers to a person’s physical traits that indicate their biological sex, such as chromosomes, external genitalia, gonads, hormones, and internal reproductive organs, traits present at birth are called primary sex characteristics, whereas those that develop during puberty are called secondary sex characteristics;
- o. *SEXUAL ORIENTATION* – refers to each person’s capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender or the same gender or more than one gender; and
- p. *VILIFICATION* – refers to the utterance of slanderous and abusive statements done in any activity in public, or the publication of the same whether online or offline, that incites discrimination, hostility, violence, hatred, serious contempt for, or severe ridicule towards any person/s on the basis of actual SOGIESC.

*SECTION 4. DISCRIMINATION ON THE BASIS OF SOGIESC. – Discrimination is committed when a person treats another less favorably on the basis of actual SOGIESC 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.*

*SECTION 5. PROHIBITED ACTS OF DISCRIMINATION. – The following acts shall be considered as a form of discrimination and shall be prohibited:*

- 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 SOGIESC, in public or private employment by:
  - a.1. *denying or limiting rights to trainings, recruitment, promotion, remuneration and other terms and conditions of employment;*
  - a.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 Quezon City;*
  - a.3. *excluding membership in labor unions or similar organizations;*

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- a.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; and*
- a.5. *dismissing the employee or subjecting the employee to any other detriment on the basis of actual SOGIESC.*
- b. **Discrimination in Education** – *It shall be unlawful for an educational institution, both public and private, along with the institution’s officers and employees, to discriminate against a person on the ground of actual SOGIESC thereof by:*
  - b.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 and to the right of private faith-based institutions exclusively focused on training future clergy, such as seminaries, to set qualifications aligned with their religious doctrines;*
  - b.2. *providing onerous or unjust terms and conditions for admission of a person as a student, without prejudice to the right of faith-based educational institutions to set their own policies in accordance with their religious mission or beliefs to the extent allowed by law and insofar as these do not promote discrimination, hostility or violence toward LGBTQIA+ students, and provided that the same shall be presented to prospective students for their consideration;*
  - b.3. *denying or limiting the student’s access to any benefit issued by the educational authority, provided, however, that the student is able to comply with the requirements imposed by existing laws or other applicable rules or regulations pertaining to the grant of such benefit;*
  - b.4. *expelling or subjecting the student to any penalty or any other detriment on the basis of actual SOGIESC;*
  - b.5. *refusing admission, denying acceptance or expelling or dismissing a student from academic, socio-civic organization and associations on the basis of actual SOGIESC; and*

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- b.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 and Services** – *It shall be unlawful for a person, natural or juridical, whether as principal or agent, to discriminate against a person, by doing any of the following on the ground of actual SOGIESC by:*
  - c.1. *refusing to provide goods and services and/or imposing onerous terms and conditions to a person on the ground of one's actual SOGIESC 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; and*
  
  - c.2. *denying a person's access to health services and facilities, health insurance, and other related benefits as provided under the law, without prejudice to the right of health care professionals to refuse to provide services that are deemed contrary to law and morals, as well as to their right to refuse to provide services which they may deem contrary to their religious conviction, such as sex reassignment surgery, in which case, they shall refer the person seeking such service to another health care provider or professional that offers such a service.*
  
- d. **Discrimination in Accommodation** – *Provided it is not violative of one's exercise of freedom of religion nor contrary to law, morals, and good customs, it is unlawful for a person, natural or juridical, whether as principal or agent, to refuse or limit access to any benefit associated to accommodation, on the ground of actual SOGIESC by:*
  - d.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 for a fee; and*

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d.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 SOGIESC.*

e. **Discrimination in Transportation** – *It shall be unlawful for any person to refuse or limit any person’s ability to access and utilize transportation services in a common carrier or public utility vehicle, including but not limited to jeepneys, taxis, tricycles, pedicabs, or app-based transport network vehicle services, on the basis of actual SOGIESC.*

**SECTION 6. 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 SOGIESC that could result in the loss of self-esteem of the latter through any of the following acts:*

- e.1. *making fun or contemptuous imitation or mockery of whether in writing, or in speech, or in action;*
- e.2. *uttering of slanderous and abusive statements, or publishing of the same whether in online or offline platforms;*
- e.3. *performing any activity in public that incites discrimination, hostility, violence, hatred towards, serious contempt for, or severe ridicule of a person; and*
- e.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.*

**SECTION 7. HARASSMENT, UNJUST DETENTION AND INVOLUNTARY CONFINEMENT.** – *It shall be unlawful to commit harassment, unjust detention and involuntary confinement because of one’s actual SOGIESC.*

**SECTION 8. 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 serve 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 SOGIESC.*

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**SECTION 9. GENDER-BASED SEXUAL HARASSMENT ON THE STREETS AND IN PUBLIC PLACES.** – Pursuant to the provisions of Republic Act No. 11313, it shall be unlawful to commit acts of gender-based sexual harassment on the streets and in public places within the jurisdiction of Quezon City, which are committed through any unwanted and uninvited sexual actions or remarks against any person regardless of the motive for committing such action or remarks.

*Gender-based sexual harassment on the streets and in public places are those acts defined under Republic Act No. 11313, such as the following:*

- a. Catcalling;
- b. Wolf-whistling;
- c. Unwanted invitations;
- d. Misogynistic, transphobic, homophobic and sexist slurs;
- e. Persistent uninvited comments or gestures on a person's appearance;
- f. Relentless requests for personal details;
- g. Statement of sexual comments and suggestions;
- h. Public masturbation or flashing of private parts;
- i. Groping, or any advances, whether verbal or physical, that is unwanted and has threatened one's sense of personal space and physical safety, and committed in public spaces such as alleys, roads, sidewalks and parks.

*Acts constitutive of gender-based streets and public spaces sexual harassment are those performed on streets and alleys, roads, sidewalks, public parks, buildings, schools, churches, restaurants, malls, public washrooms, bars, internet shops, public markets, transportation terminals, public markets, spaces used as evacuation center, government offices, common carriers, public utility vehicles (PUVs) as well as private vehicles covered by app-based transport network services, and other recreational spaces such as, but not limited to, cinema halls, theaters and spas, bars and clubs, resorts and waterparks, hotels and casinos, and all other areas, regardless of ownership, openly accessible or offered to be accessed by the public.*

**SECTION 10. ANY OTHER ANALOGOUS ACT.** – Any act of discrimination or harassment based on actual SOGIESC that unduly 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.

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SECTION 11. AFFIRMATIVE ACTS. – To ensure that the rights of LGBTQIA+ persons are protected, the following plans and programs shall be adopted in employment, in education, in the delivery of goods, and services, accommodations, and other areas, to wit:

a. **Affirmative Acts in Employment and Livelihood**

- a.1. **Wage and Benefits for LGBTQIA+ persons** – Every employer in Quezon City shall comply with the minimum wage as stipulated by the Regional Wage Board or as stipulated by pertinent laws and shall grant all LGBTQIA+ persons benefits afforded under existing laws, such as maternity or paternity leaves under Expanded Maternity Leave Law (Republic Act No. 11210) and Paternity Leave Act (Republic Act No. 8187), sick and vacation leaves, retirement, and benefits provided under special laws and guidelines accorded by the Department of Labor and Employment and Civil Service Commission;
- a.2. **Conduct of Annual Gender Sensitivity Training, Including Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC)** – All government agencies, private offices, commercial or industrial establishments located in Quezon City are encouraged to conduct 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 SOGIESC;
- a.3. **Conduct of Capacity Building, Institutional Development, and Stress Management on STI, HIV, and AIDS Prevention and Control** – Pursuant to the provisions of Quezon City Ordinance No. SP-3126, S-2021, all offices within the Quezon City Government are mandated to develop and implement capacity building, institutional development activities on STI, HIV, AIDS Prevention and Control. In addition, offices providing STI, HIV, and AIDS services shall provide legal literacy training, sensitivity training for dealing with minors and key affected populations, and stress management activities for its frontline service providers;

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- a.4. **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 this Ordinance shall be posted in two (2) conspicuous places in the office where the business is located;
- a.5. **Economic Inclusion and Empowerment** – To promote equitable access to economic opportunities and address systemic barriers faced by marginalized groups, particularly LGBTQIA+ individuals, the Quezon City Government shall continue to promote affirmative programs aimed at fostering economic inclusion and sustainable livelihood opportunities, including but not limited to: Skills Development and Training Programs, Livelihood Assistance; and Promotion of Inclusive Businesses and Enterprises;
- a.6. **Enhancement of Employment and Self-Employment Opportunities through Social Protection Benefits** – The Quezon City Government shall develop social protection systems in order to provide employment or livelihood opportunities and support to members of LGBTQIA+ who have no regular income or in need of additional support and assistance, such as the LGQBTQIA+ with disability, senior citizens, or solo parents.
- b. **Affirmative Acts in Education**
- b.1. **Equal Access to Education Opportunities** – The Quezon City Government shall ensure equal access to opportunities for LGBTQIA+ persons in various trainings and scholarships;
- b.2. **Adoption of Anti-Discrimination Policies and Availability of Anti-Discrimination Materials** – All public and private schools, colleges, universities, and other public and private educational and training institutions located and operating in Quezon City shall develop and enforce policies that prevent discrimination based on SOGIESC, fostering an inclusive environment for all students. They shall develop and make available in their libraries resource materials on gender rights and empowerment, including laws and ordinances, and in particular this Ordinance, pertinent to the elimination of any form of discrimination on the basis of actual SOGIESC in their libraries;

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- b.3. **Elimination of Gender Stereotyping** – All schools, colleges, universities, and other public and private educational and training institutions located and operating in Quezon City shall promote the elimination of sex-role stereotyping and gender-discriminatory role modelling for students in academics and extracurricular activities;
- b.4. **Incorporation or Inclusion of Cases of Discrimination on the Basis of SOGIESC with the Functions of the Child Protection Committee** – All cases involving any act constituting discrimination, vilification, public ridicule, harassment unjust detention, involuntary confinement, the promotion of discrimination, and other analogous acts on the basis of SOGIESC committed against a student inside and/or within the premises of the school or during school-sanctioned activities, shall be handled by the Child Protection Committee and shall be dealt with in accordance with the existing rules and guidelines of the school as provided under the Comprehensive Educational Manual and its Implementing Rules and Regulations (IRR) and the Quezon City Unified Referral System, whenever deemed applicable;

All private educational institutions are encouraged to establish a Pride Desk, or incorporate the same with the functions of existing committees or school-based bodies, which shall receive complaints and concerns of students or learners relating to SOGIESC.

c. **Affirmative Acts in the Delivery of Goods and Services**

- c.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 and households in an inclusive and non-discriminatory manner in accordance with the standards provided under applicable laws. However there shall be priority for the needs of the underprivileged, sick, senior citizens, persons with disability (PWDs), women, and children;
- c.2. **Health Services for LGBTQIA+ Persons and Capacity-Building and Training for Health Care Providers** – In order to ensure that healthcare services shall be provided in a non-discriminatory manner, the Quezon City Government, through the City Health Department, shall:

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1. *extend quality healthcare services without regard to one's marital status, age, religious affiliations, SOGIESC, personal circumstances and nature of work;*
2. *monitor and ensure that provisions for gender sensitive, gender-responsive and accessible health services for LGBTQIA+ persons are available both at the hospitals within the City and in Barangay Health Centers;*
3. *develop modules for gender-sensitive and gender-responsive healthcare services and reproductive health information including those used for STDs, HIV, and AIDS, and such shall be integrated in seminars, orientations and education activities;*
4. *establish and expand an integrated, efficient, and functioning STI, HIV and AIDS Service Delivery Network, to enable access to health services, health insurance, social services and livelihood assistance, legal services, and other services to ensure the well-being of persons living with HIV (PLHIVs), affected families, intimate partners and their children, key affected populations and vulnerable communities. Other services shall include seminars for empowerment of LGBTQIA+ with disability and orientation on the application for PWD I.D. and documents appurtenant thereto;*
5. *extend a comprehensive reproductive health and wellness services through the established Reproductive Health and Wellness Clinics, commonly known as social hygiene clinics, as laid down under Section 7 of Quezon City Ordinance No. SP-3126, S-2021 or the "Comprehensive Quezon City STI, HIV, and AIDS Prevention and Control Ordinance of 2021";*
6. *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 SOGIESC, in order to provide a comprehensive, responsive, and accessible health services;*

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7. *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;*
8. *oversee implementation of reproductive health programs for all Quezon City-based establishments;*
9. *initiate dedicated measures for LGBTQIA+ workers to access, without discrimination, Sexually Transmitted Infections (STI) check-ups and treatments, including but not limited to, lifesaving Human Immunodeficiency Virus (HIV) management, prevention, care and support services;*
10. *initiate a sensitization and training drive in all government healthcare facilities about the needs of LGBTQIA+ population vis-à-vis general health and medical emergencies;*
11. *ensure implementation of Quezon City Ordinance No. SP-3221, S-2023, otherwise known as the "Quezon City Right to Care Ordinance," requiring all healthcare providers to recognize and respect the use of the Quezon City Right to Care Card and ensure latter's compliance therewith;*
12. *ensure that a comprehensive package of mental health treatment, care, and support services, as provided under Quezon City Ordinance No. SP-3158, S-2022, are available and accessible to LGBTQIA+ individuals in need of such services, especially to those victims of gender-based violence and/or discrimination; and*
13. *adopt gender-inclusive health programs and policies ensuring standards for accessibility, affordability, and quality healthcare programs, services, and interventions for Quezon City residents of all gender identities.*

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- c.3. **Facilities and Support System for LGBTQIA+ Persons** – All government agencies and private offices in Quezon City shall designate toilet rooms and lavatories, specifically labelled as “All-Gender Restroom” or “Gender-Neutral Restroom.”

*Subject to the assessment of the Business Permits and Licensing Department, commercial, business, and/or industrial establishments which are capable of designating “All-Gender Restroom” or “Gender-Neutral Restroom” shall likewise be required to designate such. However, business establishments which are considered micro and small enterprises are encouraged to designate toilet rooms and lavatories as “All-Gender Restroom” or “Gender-Neutral Restroom.”*

*Establishments that are owned by or associated with religious organizations shall have the right to determine their own policies as to the common use of toilet rooms and lavatories that align with their religious mission and beliefs to the extent allowed by law and insofar as these do not promote discrimination, hostility, or violence toward persons due to actual SOGIESC.*

**SECTION 12. SUPPORT MECHANISMS TO EMPOWER LGBTQIA+ AND PROMOTE AND RESPECT THEIR RIGHTS.** – The Quezon City Government shall adopt and endeavor the following support mechanisms in order to empower the members of the LGBTQIA+ and promote and respect their rights, to wit:

- a. **Anti-Discrimination Programs** – The Quezon City Government shall allocate funds for the development and implementation of the following programs:
- a.1. Discrimination Databank and Monitoring;
  - a.2. Access to legal representation of victims of vilification, public ridicule, harassment, unjust detention, involuntary confinement, discrimination, the promotion of discrimination, and other analogous acts, based on SOGIESC;
  - a.3. Psychological Counseling;
  - a.4. Anti-discrimination advocacy campaign;

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- a.5. Policy review;
- a.6. Organization of LGBTQIA+ persons in the barangay; and
- a.7. Accreditation of LGBTQIA+ NGOs and CSOs in accordance with MC No. 2022-083 and other existing rules and regulations of Quezon City, to ensure sectoral representation in the City Government.
- b. **Incorporation of Sexual Orientation and Gender Identity and Expression, and Sex Characteristics (SOGIESC) Concerns with the Functions of the Anti-Sexual Harassment (ASH) Desk or Violence Against Women and Children (VAWC) Desk in Barangays or Barangay LGBTQIA+ Pride Desks and Police Stations** – All barangays and police stations are encouraged to handle concerns relating to SOGIESC through the existing Barangay VAWC or ASH Desk or Barangay LGBTQIA+ Pride Desk, if there is any, and through the existing VAWC Desk of the police stations.
- c. **Gender-Based Violence Programs under the Quezon City Protection Center (QCPC)** – The Quezon City Government, through the QCPC, shall provide comprehensive support packages and intervention assistance to members of the LGBTQIA+ community who are found to be victims of gender-based violence.
- d. **Adoption of the “Zero HIV at 2030” Program** – The Quezon City Government, through the City Health Department, shall adopt mechanisms and strategies in order to attain zero new HIV cases by 2030.
- e. **Institutionalization of Reproductive Health and Wellness Clinics** – The Quezon City Government shall endeavor to institutionalize Reproductive Health and Wellness Clinics, formerly known as “social hygiene clinics” or “sundown clinics”, as the primary providers of the City Government’s STI, HIV, and AIDS Prevention and Control Services, including those already established such as the Project 7 Social Hygiene Clinic, Batasan Social Hygiene Clinic, Klinika Eastwood Social Hygiene, Bernardo Social Hygiene, and Arsenia De Jesus Maximo Social Hygiene.

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- f. **Inclusion of role of LGBTQIA+ in Environment Impact Assessment Plans and Projects** – The Quezon City Government shall promote the active role of all genders in environmental impact assessment of projects. Instruments for environmental impact assessment shall consciously determine gender-disaggregated data, including data for members of the LGBTQIA+.
- g. **Integration of the Role of LGBTQIA+ in the Local Climate Action Plan and Local Disaster Risk and Reduction Management Plan** – The Quezon City Government shall ensure that the LGBTQIA+ sector is integrated in its local climate action plan, which calls for their full, equal, and meaningful participation in the local climate process and to ensure a prominent role for LGBTQIA+ sector in decision-making in climate action. It shall seek to achieve gender parity in its climate policies and decision-making roles.

In addition, the Quezon City Government shall promote the involvement and active participation of the members of LGBTQIA+ in its local initiatives on disaster risk and reduction management and shall integrate the sector in its local disaster risk and reduction management plan.

- h. **Rainbow Families and Allies Support Group or Organizations** – Recognizing the important role that families play in fostering inclusivity and combating discrimination and violence, the Quezon City Government, through the Quezon City Pride Council, shall endeavor to identify and/or organize a support group composed of LGBTQIA+ families and allies to promote understanding, acceptance, and empowerment within families and communities. The support group shall also strive to be a safe space for victim-survivors of violence or gender discrimination who voluntarily agree to go through a collective helping and healing process.
- i. **Inclusive Data Collection Policies** – The Quezon City Government shall endeavor to adopt and utilize gender-disaggregated data in its data collection and gathering policies and activities, allowing space for non-binary or other gender identities, in order to ensure inclusive decision making which shall be beneficial to all genders and to rectify gender-based gaps and issues in the service delivery chain.

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- j. **Inclusion of Anti-Sexual Harassment and SOGIESC-based Discrimination Reports in QC Helpline 122 Services** – The Quezon City Government shall expand the emergency services of QC Helpline 122 in order to include and respond to reports of vilification, public ridicule, harassment, unjust detention, involuntary confinement, discrimination, the promotion of discrimination, and other analogous acts, based on actual SOGIESC.
- k. **Support for Aging LGBTQIA+ Population** – The Quezon City Government shall dedicate funds and services for LGBTQIA+ belonging in the senior citizen sector and shall endeavor to provide culturally competent health care, social support programs, and safe and inclusive housing options or long-term care facilities.

*It shall endeavor to eliminate barriers to accessing government services, social programs, and support networks.*

- l. **Designation of Rainbow Focal Person** – All units, offices, and departments of the Quezon City Government, through the Human Resource Management Department, shall designate a Rainbow Focal Person, who shall be the point of contact or a resource person for matters relating to LGBTQIA+ issues and individuals, which involve advocating for LGBTQIA+ rights, providing support, coordinating activities, and promoting inclusivity within their unit or office.

**SECTION 13. ESTABLISHMENT AND COMPOSITION OF THE QUEZON CITY PRIDE COUNCIL (QCPC).** – By virtue of this Ordinance, the Quezon City Pride Council (QCPC) is hereby established. It shall be composed of the following:

- Chairperson: City Mayor
- Co-Chairperson: City Vice Mayor
- Vice-Chairperson: Chairperson, Committee on Women, Family Relations, and Gender Equality
- Members:
  - a. Head, Gender and Development Council;
  - b. President, Liga ng mga Barangay;







- c. President, Sangguniang Kabataan Federation;
- d. Head, Human Resource Management Department;
- e. Head, Social Services Development Department;
- f. Head, Public Employment Service Office;
- g. Head, Business Permits and Licensing Department;
- h. Superintendent, Schools Division Office;
- i. Head, Barangay and Community Relations Department;
- j. Head, City Health Department;
- k. Head, Housing, Community Development and Resettlement Department;
- l. Head, Quezon City Youth Development Office;
- m. Head, Quezon City Tourism Department;
- n. City Director, Department of the Interior and Local Government – Quezon City;
- o. Four (4) Representatives from Non-Government Organizations accredited by the City;
- p. Representative, Quezon City Police District; and
- q. One (1) Representative from the District Pride Council.

*The Quezon City Gender and Development (GAD) Office shall serve as the Secretariat of the QCPC. The QCPC shall be supported by a Pride Technical Working Group (TWG), chaired by the Head of the GAD Council Office.*

*The City Mayor being the Chair of the QC Pride may include and exclude members of the Council as deem as necessary.*

**SECTION 14. FUNCTIONS OF THE QCPC.** – *The QCPC shall exercise the following principal functions:*

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- a. Monitor or review all policies embodied in resolutions, ordinances, codes and other policy documents to determine if they are free from discriminatory statements and provisions, and undertake necessary amendments of those provisions to effectively eliminate discrimination, stigma, and stereotyping of the LGBTQIA+ community;
- b. Recommend to the Sangguniang Panlungsod gender equality and anti-discrimination policies;
- c. Develop anti-discriminatory programs and the general welfare of the LGBTQIA+ residents through various activities;
- d. Review and approve the comprehensive medium term (three years) and annual plan of the Quezon City Government as recommended and submitted by the QCPC-TWG;
- e. Review and approve the formulated policies recommended by the QCPC-TWG;
- f. Promote and lead the conduct of advocacy activities and the development of information, education and communication (IEC) materials to ensure critical support of local elected officials, department heads and staff, barangays, and relevant stakeholders to the efforts of the Quezon City Government; and
- g. Perform oversight functions over the implementation of this Ordinance, including the implementation of anti-discrimination programs.

**SECTION 15. CREATION AND FUNCTIONS OF QCPC-TWG.** – The QCPC-TWG shall serve as the primary technical and research arm of the QCPC, ensuring evidence-based policy development, effective program implementation, and sustainable LGBTQIA+ inclusion in the City's governance. It shall be composed of:

- a. Head, Quezon City Gender and Development (GAD) Council Office;
- b. Representative, Office of the City Mayor;
- c. Representative, Office of the City Vice Mayor;

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- d. *Representative, Office of the Councilor holding the Committee on Women, Family Relations, and Gender Equality;*
- e. *Representative, Liga ng mga Barangay;*
- f. *Representative, Sangguniang Kabataan Federation;*
- g. *Representative, Human Resource Management Department;*
- h. *Representative, Social Services Development Department;*
- i. *Representative, Persons with Disability Affairs Office;*
- j. *Representative, Public Employment Service Office;*
- k. *Representative, Business Permits and Licensing Department;*
- l. *Representative, Schools Division Office;*
- m. *Representative, Barangay and Community Relations Department;*
- n. *Representative, City Health Department;*
- o. *Representative, Housing, Community Development and Resettlement Department;*
- p. *Representative, Quezon City Youth Development Office;*
- q. *Representative, Quezon City Tourism Department;*
- r. *Representative, Quezon City Police District; and*
- s. *At least four (4) Representatives from Non-Government Organizations accredited by the City.*

*The QCPC-TWG shall be chaired by the Head of the GAD Council Office and shall meet regularly or as needed to assist in the implementation of this Ordinance. The GAD Office shall be designated as the secretariat to the QCPC-TWG to provide assistance in carrying its functions.*

*The QCPC-TWG shall have the following functions:*

1. *Provide technical support to the QCPC in implementing and monitoring gender equality and anti-discrimination policies;*

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2. *Develop and recommend guidelines for programs, projects, and initiatives aimed at promoting LGBTQIA+ rights and inclusion in Quezon City;*
3. *Facilitate the implementation of gender-based anti-discrimination efforts and campaign of the Quezon City Government;*
4. *Formulate, recommend, and submit the comprehensive medium term (three years) and annual plan of the Quezon City Government to address gaps and issues relating to SOGIESC development;*
5. *Assist in the capacity and competency development of and provide technical assistance to the offices or units of the Quezon City Government to enhance LGBTQIA+ inclusion in governance and service delivery. In this regard, the QCPC-TWG shall work with the Human Resource Management Department (HRMD) on the development and implementation of a capacity development program on SOGIESC, including on prevention of discrimination on the basis of SOGIESC for its employees, as necessary;*
6. *Coordinate with the various units or offices of the Quezon City Government and facilitate inter-agency coordination to ensure their meaningful participation in strategic and annual planning exercises on SOGIESC development, including the preparation, consolidation and submission of periodic reports and to streamline access to legal assistance, health services, livelihood opportunities, and other essential services for LGBTQIA+ individuals and communities;*
7. *Monitor the implementation of PPAs relating to SOGIESC development and Pride and suggest corrective measures to improve their implementation;*
8. *Assist in the review and monitoring of gender-related policies to ensure they remain inclusive, non-discriminatory, and aligned with national and international human rights framework;*

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9. Report to the QCPC to ensure the harmonized execution of LGBTQIA+ programs across all districts and provide regular updates to the progress of the Quezon City Government on SOGIESC development based on the feedback and reports of stakeholders and constituents;
10. Disseminate information on current developments and studies on SOGIESC and LGBTQIA+ related issues; and
11. Perform all other duties and functions that may be mandated by the QCPC and its council members deemed necessary to achieve its goals.

**SECTION 16. QUEZON CITY DISTRICT PRIDE FOCAL PERSON.** – By virtue of this Ordinance, each district of Quezon City shall be represented by a District Pride Focal Person, repealing for this purpose Quezon City Ordinance No. SP-3081, S-2021.

The Pride or LGBTQIA+ Focal Persons, appointed by the Punong Barangay in their respective barangays as such, shall elect among themselves a District Pride Focal Person who shall coordinate and report to the Quezon City GAD Council Office all matters relating to the concerns and issues of LGBTQIA+ in their respective district.

The elected District Pride Focal Persons shall elect among themselves who shall serve as their Representative in the QCPC.

**SECTION 17. INCORPORATION OF SOGIESC CONCERNS WITH THE FUNCTIONS OF THE EXISTING BARANGAY ANTI-SEXUAL HARASSMENT OR VAWC DESK OR BARANGAY LGBTQIA+ PRIDE DESK.** – All barangays in Quezon City are strongly encouraged to handle concerns relating to SOGIESC either through the existing Barangay Anti-Sexual Harassment (ASH) or VAWC Desk or Barangay LGBTQIA+ Pride Desk, which shall:

- a. Develop a system to document and report cases of discrimination and violence against actual LGBTQIA+ persons, and provide assistance to the victims thereof. All reported cases of SOGIESC-based discrimination and violence shall be included in the reporting system of the barangay through the Online Centralized Databank System of the GAD Council and shall form part of the overall report and referral system in handling these cases;

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- b. *Ensure that barangay officials, Barangay Public Safety Officers and other barangay workers, including volunteers, undergo training to enable them to respond to victims of gender discrimination and violence against LGBTQIA+ persons;*
- c. *Assist the victim in filing the appropriate complaint with the Quezon City Police District (QCPD) or other law enforcement agencies; and*
- d. *Ensure that all pertinent documents are forwarded to the QCPD.*

*SECTION 18. INCORPORATION OF SOGIESC CONCERNS WITH THE FUNCTIONS OF THE EXISTING VAWC DESKS IN POLICE STATIONS. – All police stations in Quezon City are encouraged to handle concerns relating to SOGIESC through their existing VAWC Desk.*

*SECTION 19. COMMEMORATION OF LGBTQIA+ EVENTS. – In support of the LGBTQIA+ community, the Quezon City Government shall commemorate the annual celebration of the following:*

- a. *International Day against Homophobia and Transphobia (IDAHOT) on May 17;*
- b. *World AIDS Day on December 1;*
- c. *Human Rights Day on December 10; and*
- d. *Other LGBTQIA+ events as may be endorsed by the QCPC.*

*SECTION 20. QUEZON CITY LGBTQIA+ PRIDE MONTH. – The Quezon City Government shall declare the month of June every year as the Quezon City LGBTQIA+ Pride Month and shall develop advocacy programs and activities which will promote awareness on gender equality and gender equity, as well as the protection of the rights of the LGBTQIA+ sector.*

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- a. **Promotion of Pink Tourism in Quezon City through the Quezon City Pride Month Celebration** – The Quezon City Government shall actively promote and develop its annual celebration of the QC Pride Month in consonance with the goals and objectives of Pink Tourism or “LGBTQIA+ tourism”. As part of its inclusive tourism and economic initiatives and in coordination with the relevant agencies and LGBTQIA+ organizations, the Quezon City Government shall identify, recognize, support and promote LGBTQIA+-friendly tourism enterprises, destinations, businesses, events, and services within Quezon City. The City shall ensure that tourism policies and practices uphold the principles of diversity, safety, and non-discrimination for all individuals regardless of sexual orientation, gender identity or gender expression.

For this purpose, a Pink Tourism Committee shall be established under the QCPC. The composition and functions of which shall be included in the IRR of this Ordinance.

- b. **Barangay Participation and Representation** – All barangays in Quezon City are hereby encouraged to support and participate in the major events and programs, to be conducted by the Quezon City Government in celebration of the Quezon City Pride Month and promotion of Pink Tourism, including advocacy campaigns such as Pride March events, HIV or AIDS Awareness Campaign, etc.

**SECTION 21. APPROPRIATION.** – For the effective implementation of this Ordinance, the City Government shall source out funds from the five percent (5%) of the annual budget appropriated to the GAD plans, projects and programs.

**SECTION 22. PERSONS LIABLE.** – Any person, natural or juridical, who commits any of the acts herein prohibited, shall be criminally liable and penalized accordingly. In case of juridical persons, such as, but not limited to, corporations, partnerships, associations, institutions, whether private or public, the President or head of office, shall also be criminally responsible.

**SECTION 23. PENALTIES.** – Any person, natural or juridical, held liable under this Ordinance shall be penalized with a fine of not less than One Thousand Pesos (Php1,000.00) but not to exceed Five Thousand Pesos (Php5,000.00) and/or imprisonment for a period of not less than sixty (60) days but not more than one (1) year, or both upon the discretion of the court, without prejudice to any applicable criminal, civil, or administrative action that may be instituted under the provision of existing laws.

In addition, upon coordination with the Quezon City Business Permits and Licensing Department, establishments which shall fail to comply with the provisions of this Ordinance shall be penalized as follows:

1<sup>st</sup> Offense – Fine of Three Thousand Pesos (Php3,000.00);

2<sup>nd</sup> Offense – Fine of Five Thousand Pesos (Php5,000.00) and/or issuance of a Cease-and-Desist Order;

3<sup>rd</sup> Offense – Revocation or cancellation of business permit.

Any person who committed any of the acts mentioned in Section 9 of this Ordinance, pertaining to those acts of gender-based streets and public spaces sexual harassment, shall be penalized in accordance with the provisions of Republic Act No. 11313, otherwise known as the Safe Spaces Act.

**SECTION 24. INDEPENDENT ACTION FOR DAMAGES.** – Nothing in this Ordinance shall preclude the victim of vilification, public ridicule, harassment, unjust detention, involuntary confinement, discrimination, the promotion of discrimination, and other analogous acts, based on actual SOGIESC, from instituting a separate and independent action for damages and other affirmative relief.

**SECTION 25. IMPLEMENTING RULES AND REGULATIONS.** – Within sixty (60) days from the effectivity of this Ordinance, the QCPC shall jointly formulate, after thorough consultation with multi-sectoral groups and stakeholders, the Implementing Rules and Regulations and Guidelines of this Ordinance. The multi-sectoral groups and stakeholders to be consulted shall be composed of experts and representatives from various sectors such as: civil society, LGBTQIA+ non-government organizations, LGBTQIA+ organizations and community-based organizations.

**SECTION 26. SEPARABILITY CLAUSE.** – If any portion or provision of this Ordinance is declared as void or unconstitutional, the remaining portions thereof shall not be affected thereby and shall remain in full force and effect.

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*SECTION 27. REPEALING CLAUSE. – Any provision of law or regulation inconsistent herewith is hereby repealed, revoked or modified accordingly.*

*SECTION 28. EFFECTIVITY CLAUSE. – This Ordinance shall take effect after its publication in a newspaper of general circulation, and after posting of copies in conspicuous locations within Quezon City.*

ENACTED: June 16, 2025.

  
BERNARD R. HERRERA  
City Councilor  
Acting Presiding Officer

ATTESTED:

  
ATTY. JOHN THOMAS S. ALFEROS, III  
City Government Department Head III  
(City Council Secretary)

APPROVED: JUN 27 2025

  
MA. JOSEFINA G. BELMONTE  
City Mayor

CERTIFICATION

*This is to certify that this Ordinance was APPROVED by the City Council on Second Reading on June 16, 2025 and was PASSED on Third/Final Reading under Suspended Rules on the same date.*

  
ATTY. JOHN THOMAS S. ALFEROS, III  
City Government Department Head III  
(City Council Secretary)  
 