



Republic of the Philippines
MUNICIPALITY OF BAMBAN
 Province of Tarlac



OFFICE OF THE SANGGUNIANG BAYAN

EXCERPT FROM THE MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN HELD AT THE SB SESSION ROOM, MUNICIPAL HALL ON WEDNESDAY, APRIL 22, 2020

Present: Vice-Mayor William P. Cura, Presiding Officer
 Councilor Alvin Dale M. Sibal
 Councilor Johnny M. Sales (late)
 Councilor Ernesto M. Salting
 Councilor Fortunato V. Mejia
 Councilor Jayson S. Galang
 Councilor Ariel R. Alimurong
 Councilor Nestor C. Peña
 Councilor Eduardo D. Gutierrez
 Councilor Jose M. Salting, Jr., President LnB
 Councilor Nikko T. Balilo, President, PPSK

Absent: No one

[Signature]
 COUN. ERNESTO M. SALTING
[Signature]
 COUN. NESTOR C. PEÑA
[Signature]
 COUN. NIKKO T. BALILO

[Signature]
 COUN. ARIEL R. ALIMURONG
[Signature]
 COUN. JOSE M. SALTING, JR.
[Signature]
 COUN. JOHNNY M. SALES

[Signature]
 COUN. JAYSON S. GALANG
[Signature]
 COUN. ALVIN DALE M. SIBAL

[Signature]
 COUN. EDUARDO D. GUTIERREZ
[Signature]
 COUN. FORTUNATO V. MEJIA

MUNICIPAL ORDINANCE NO.59-2020.

AN ORDINANCE PROHIBITING DISCRIMINATION AGAINST FRONTLINE WORKERS

WHEREAS, on 9 March 2020, President Rodrigo Duterte issued Proclamation No. 922, which declared a State of Public Health Emergency throughout the Philippines due to the Corona Virus Disease 2019 (COVID-19) and raised the Code Alert System for COVID-19 to Code Red Sub-Level (2) in accordance with the recommendation of the Department of Health and the Inter-Agency Task Force for Emerging Infectious Disease (IATF-EID). Further, the President likewise issued Presidential Proclamation No. 929, series of 2020 declaring a State of Calamity throughout the Philippines due to COVID-19;

WHEREAS, with the emergence and continued spread of COVID-19, public stigma formed against persons who have contracted the said disease and against the health workers taking care of them and others working on the frontlines;

WHEREAS, there is an urgent need to combat this stigmatization and protect frontline workers, especially health workers, from all forms of discrimination, harassment, and abuse;

WHEREAS, under Section 1, Article III of the 1987 Philippine Constitution, every person has the right to life, liberty, security of person, and the right to be free from discrimination. Furthermore, under Section 11 Article II thereof, the State values the dignity of every person and guarantees full respect for human rights.

NOW THEREFORE, on unanimous motion of the Body, be it ordained by this Sangguniang Bayan in session assembled, that:

SECTION 1. TITLE. This Ordinance shall be known as the "Anti-Discrimination Against Frontline Workers Ordinance of 2020."

SECTION 2. DEFINITION OF TERMS. As used in this Ordinance:

a) "Discrimination" refers to any act or omission which withholds, excludes,



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restricts, curtails, impairs, or otherwise makes more difficult the access to services, goods, benefits, or privileges, including any act that causes or tends to cause any stigma, disgrace, shame, humiliation, harassment, or discrimination against frontline workers on the basis of their status as such.

b) "Frontline Workers" refers to persons, whether in the private or public sector, who are required or allowed to leave their physical residence in order to report for or go to work during the period of community quarantine, enhanced community quarantine, and/or community lockdown in order to render frontline, critical, and other essential services, including, but is not limited to, doctors, nurses, medical technologists, radiation technologists, public health workers, other health care workers and medical staff, as well as their non-medical or administrative staff or support and utility workers, bank employees, security guards, members of the Philippine National Police, members of the Bureau of Fire Protection, members of the Armed Forces of the Philippines and other authorized instrumentalities, offices, or agencies of the government, persons engaged in the production, delivery, distribution, and sale of food, medicine, and other essential goods or services, and such other persons performing similar functions.

SECTION 3. PROHIBITED ACTS. Any form of discrimination, as defined in this Ordinance, shall be unlawful. The following acts are considered discriminatory against frontline workers and are therefore prohibited:

- a) Prohibiting frontline workers from entering an establishment or areas thereof if such establishment or the areas concerned are open and accessible to the general public.
- b) Refusal to provide services or goods to frontline workers, which services or goods are available to the general public.
- c) Denying a frontline worker access to, or use of, establishments, facilities, utilities, or services, open to the general public.
- d) Requiring frontline workers to produce any identification when the general public is not required to do so.
- e) Requiring frontline workers to undertake any extra step, measure, or procedure before providing services or goods if such step, measure, or procedure is not required to be observed by members of the general public.
- f) Refusing or failing to allow any frontline worker, by reason of his status as such, to avail of quarters or accommodation in a house, apartment, condominium, townhouse, flat, hotel, inn, dormitory, or any place of dwelling being rented out or offered to the public.
- g) Evicting or otherwise forcing any frontline worker to leave, temporarily or otherwise, or preventing such worker from entering his or her quarters or accommodation in a house, apartment, condominium, townhouse, flat, hotel, inn, dormitory, or any place of dwelling by reason of his or her status as a frontline worker.
- h) Humiliating, ridiculing, insulting, or harassing any frontline worker, either verbally,

COUN. ERIC M. SALTING
COUN. NESTOR C. PEÑA

COUN. NIKKO T. BALILO

COUN. JARIE R. ALIMURONG

COUN. JOSE M. SALTING, JR.

COUN. JOHN W. SALES

COUN. JAYSON S. GALANG

COUN. ALVIN M. SIBAL

COUN. FORTUNATO V. MEDIA

COUN. EDUARDO D. PERREZ



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physically, or in writing, including posting or messaging in social media applications, any frontline worker by reason of such worker's job, position, or occupation.

i) Performing or failing to perform any other analogous act which demeans the dignity and self-respect of frontline workers or which causes any form of discrimination, harassment, and abuse against them.

SECTION 4. PERSONS LIABLE. Any person, natural or juridical, who commits any of the acts proscribed herein shall be criminally liable hereunder; provided that the owner, manager, supervisor, or any officer in charge of the store, facilities, establishments, dormitory, condominium, hotels, inn, apartments, and any such establishment guilty of discrimination against frontline workers shall be liable separately and to the same extent as the direct perpetrator if they ordered, consented to, allowed, or failed to take action to prevent such discrimination.

SECTION 5. PENALTY. Any person who commits any act prohibited in this Ordinance shall be penalized by a fine of Two Thousand Five Hundred Pesos (Php2,500) and imprisonment for a period of not less than six (6) days but not more than six (6) months for each act. The employer, owner, manager, supervisor, or any officer in charge as provided in the preceding section shall be subsidiarily liable for the fine imposed upon the direct perpetrator for violation of this ordinance.

SECTION 6. SEPARABILITY CLAUSE. If any portion or provision of this Ordinance is declared void or unconstitutional, the remaining portions hereof shall not be affected thereby and shall remain in full force and effect.

SECTION 7. EFFECTIVITY. This Ordinance shall take effect immediately upon its posting in the bulletin board at the entrance of the Municipal hall and in at least two other conspicuous places and or publication in the social media.

Certified correct:

Marlene C. Pangilinan
MARLENE C. PANGILINAN
 SB Secretary

ATTESTED:

William P. Cura
WILLIAM P. CURA
 Municipal Vice-Mayor & Presiding Officer

APPROVED:

Jose Antonio T. Feliciano
JOSE ANTONIO T. FELICIANO
 Municipal Mayor

Date approved: 5-4-20

[Signature]
 COUN. NESTOR C. PEÑA

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 COUN. NIKKO T. BALILO

[Signature]
 COUN. ARIEL R. ALIMURONG

[Signature]
 COUN. JOSE M. SALTING JR.

[Signature]
 COUN. JOHNNY M. SALES

[Signature]
 COUN. JAYSON S. GALANG

[Signature]
 COUN. EDUARDO D. GUERRERIZ

[Signature]
 COUN. ALVIN M. SIBAL

[Signature]
 COUN. FORTUNATO V. MEJIA

[Signature]
 COUN. MESTO M. SALTING