



Republika ng Pilipinas
SANGGUNIANG PANLUNGSOD NG MARIKINA

ORDINANCE NO. 065
Series of 2019

ORDINANCE IMPLEMENTING THE “ANTI-DISCRIMINATION ORDINANCE OF MARIKINA CITY” AND PROVIDING PENALTIES FOR VIOLATION THEREOF

Introduced by :

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Co-Sponsored by:

Councilor **JOSEPH B. BANZON**
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Councilor **ZIFFRED A. ANCHETA**
Councilor **JONAS MERVIN D. REYES**

And

Vice-Mayor **JOSE FABIAN I. CADIZ, M.D.**

WHEREAS, pursuant to the provisions of the 1987 Philippine Constitution provides that the State shall promote social justice in all phases of national development;

WHEREAS, Section 11 of the said law further provides that the State values the dignity of every human person and guarantees full respect for human rights.

NOW THEREFORE, BE IT ORDAINED AS IT IS HEREBY ORDAINED BY THE CITY COUNCIL OF MARIKINA, in session duly assembled that:

SECTION 1. TITLE – This Ordinance shall be known as “**Anti-Discrimination Ordinance of Marikina City**”.

SECTION 2. DEFINITION OF TERMS:

1. **Discrimination** – any act or conduct which withholds, excludes, restricts, curtails, demeans human dignity or otherwise impairs the recognition, enjoyment and exercise of human rights and basic freedom in the economic,

labor, social, cultural, educational or any other field of public life based on sex, gender identity, sexual orientation, race, color, descent, national or ethnic origin, religious affiliation or belief.

2. **Gender Identity** – refer to one’s innermost concept of self as male, female, a blend of both, or neither. It is how individuals perceive themselves and what they call themselves. One’s gender identity can be the same or different from their sex assigned at birth.
3. **Sexual Orientation** – refers to the inherent or immutable enduring emotional romantic, or sexual attraction to other people. How one thinks of oneself in terms of to whom one is romantically or sexually attracted

SECTION 3. ACT OF DISCRIMINATION. - Act of discrimination is committed when a person withholds from, excludes, restricts, curtails, demeans human dignity or otherwise impairs the recognition, enjoyment and/or exercise of a right or basic freedom, of another, to which others similarly situated or circumstanced are extended or which they are allowed to enjoy or exercise, in employment, education, shelter and delivery of basic goods and services, on the basis of sex, gender identity, sexual orientation, descent, religious affiliation or belief. The following constitute acts of discrimination and are therefore punishable:

- 3.a By Refusing employment to a job applicant or imposing onerous or additional terms of conditions which are not imposed on another or circumstanced, on the basis of sex, gender identity, sexual orientation, religious affiliation or belief and denying or limiting access to an employee, opportunities for promotion, transfer, training, schooling or to any other benefit which are otherwise granted to other employees similarly situated or circumstanced;
- 3.b By refusing or failing to accept any person for admission as a student in any public or private educational and/or vocational institution, or by subjecting said person to terms and conditions for his acceptance in the said institution which are not imposed on applicants or students similarly circumstanced as him, or limiting the access of a student to any benefit or privilege provided by said educational or vocational institution;
- 3.c By refusing to provide goods or services and/or imposing onerous terms or conditions as a requisite for providing goods or services to a person which are not refused or subjected to such onerous terms or conditions when extended to others similarly circumstanced;
- 3.d By refusing or failing to allow any person, by reason of his sex, gender identity, sexual orientation, religious affiliation or belief, to avail of quarters or accommodation in a house, apartment, condominium, townhouse, flat, hotel, inn, dormitory or any other places of dwelling being rented out or offered to the public for a fee, rental or other forms of compensation;
- 3.e By subjecting either by verbal or written word or publication, to ridicule or insult or attributing despicable behavior and habits or associating with violence and criminal activities, any person or group of persons;
- 3.f By refusing entry into restaurants, bars, stores, movie houses, malls and other places of entertainment and businesses which are open to the general public, or refusing or failing to attend to or serve the orders for food, drinks, beverages

