



MUNICIPAL MAYOR OF BAYAMBANG

EXECUTIVE ORDER NO. 005 SERIES OF 2018

Creation and Composition of Committee on Decorum and Investigation of Cases on Sexual Harassment under RA 7877

WHEREAS, under republic Act no. 7877 otherwise known as the "Anti-Sexual Harassment Act of 1995.", "The state shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful";

WHEREAS SECTION 3 of the above-mentioned law states that – *Work, Education or Training –Related, Sexual Harassment Defined.* – Work, education or training-related sexual harassment is committed by an employer, employee, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainor, or any other person who, having authority, influence or moral ascendancy over another in a work or training or education environment, demands, requests or otherwise requires any sexual favor from the other, regardless of whether the demand, request or requirement for submission is or accepted by the object of said Act.

WHEREAS SECTION 4 of RA 7877 states that – *Duty of the Employer or Head of Office in a Work-related, Education or Training Environment.* It shall be the duty of the employer or the head of the work-related, educational or training environment or institution, to prevent or deter the commission of acts of sexual harassment in to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment.

WHEREAS Section 4 (b) mandates the creation of a committee on decorum and investigation of cases on sexual harassment. The committee shall conduct meetings, as the case may be, with officers and employees, teachers,

"Baley ko, Pawilen ko, Aroen ko, tan Tulungan ko"

instructors, professors, coaches, trainers, and students or trainees to increase understanding and prevent incidents of sexual harassment. It shall also conduct the investigation of alleged cases constituting sexual harassment. In a work-related environment, the committee shall be composed of at least one (1) representative each from the management, the union, if any, the employees from the supervisor rank, and from the rank and file employees;

NOW, THEREFORE I, CEZAR T. QUIAMBAO, Municipal Mayor of the Municipality of Bayambang, Province of Pangasinan, by virtue of the powers vested in me by law, do hereby create and organize the Municipal Committee on Decorum and Investigation of Cases of Sexual Harassment of the Municipality of Bayambang, with the following:

Section 1. COMPOSITION. The Committee on Decorum and Investigation of Cases on Sexual Harassment shall be composed of the following:

- CHAIRMAN** : **DR. CEZAR T. QUIAMBAO**
Municipal Mayor
- VICE-CHAIRMAN** : **COUNCILOR BENJAMIN FRANCISCO S. DE VERA**
Vice-Chairman, Local Council of Women
- MEMBERS** : **ATTY. RAYMUNDO B. BAUTISTA JR.**
Chief of Staff/ Legal Officer
- MRS. NORA R. ZAFRA**
HRMO
- MR. ROMEO QUINTO**
President, Bayambang Employees
- MRS. JOCELYN ESPEJO**
Supervising Staffer, Mayor's Ation Center
- MR. RICKY PARAYNO**
Admin Aide I, Local Civil Registrar

Section 2. DUTIES.

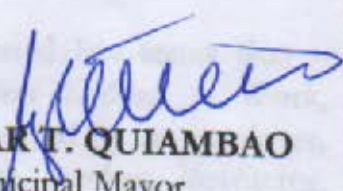
1. Investigation of alleged cases constituting sexual harassment
2. Make recommendation and findings for appropriate action of the Local Executive Chief.

Section 3. EFFECTIVITY.

This Executive Order shall take effect immediately.

All orders, rules, and regulations, issuances or any part of coming from this office that is inconsistent with this order are hereby repealed, amended or modified accordingly.

Done in the Municipality of Bayambang, Province of Pangasinan this 12th day of February, 2018.


DR. CEZART. QUIAMBAO
Municipal Mayor

