



Global Scientific JOURNALS

GSJ: Volume 12, Issue 1, January 2024, Online: ISSN 2320-9186

www.globalscientificjournal.com

DIG INTO THE EXPERIENCES OF GENDER-BASED HARASSMENT VICTIMS

A Thesis Presented to the Faculty of
College of the Criminal Justice Education
Data Center College of the Philippines

In Partial Fulfillment of the Requirements for the Course
Criminological Research II (Thesis Writing and Presentation)

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December 2023

CHAPTER I

The Problem and Its Setting

Introduction

In today's time, every individual can be exposed to experiencing problems with their gender because of discrimination and victimization on different kinds of harassment in the community. Harassment has become an epidemic in the workplace, in academic institutions, in public places, on social media platforms, and anywhere or everywhere else across the globe. It serves as evidence that there exist inequalities between men and women, the physically challenged or disabled, and those who belong to the Lesbian Gay Bisexual Transgender Queer (LGBTQ) community. Thus, according to Rodríguez, et al., (2020), everyone regardless of age, gender, status, and physical condition should be treated fairly and there should be no place for any kind of discrimination, harassment, or violence in a truly democratic country.

Based on the study of Bott et al., (2023), gender-based harassment (GBH) is being recognized as a form or subset of sexual harassment that is also considered a serious issue that can have a significant impact on an individual's physical and emotional well-being. It is important to address gender-based harassment when it occurs and to take steps to prevent it from happening in the first place, creating policies and procedures that prohibit harassment and providing training and education on how to identify and respond to gender-based harassment.

In a truly democratic society, Mercedes Osuna-Rodríguez, et al., (2020) claimed that there should be no place for any kind of discrimination or violence. Among the basic tools for eradicating discrimination and violence against all persons, education has a crucial role to play. Programs and Education about gender should be considered at all

levels, in all year groups, and across the curriculum, to improve their awareness and alert them that gender-based harassment is a problem that happens in the community.

Gender-based harassment is a significant issue worldwide, affecting people of all genders. It can manifest in various forms, including verbal, physical, and online harassment. According to a global study by Cornell University in 2014, over 80% of women worldwide reported experiencing street harassment at some point in their lives. Street harassment includes catcalling, groping, and other forms of unwanted sexual advances or comments, which are a common form of gender-based harassment.

Also, the rise of the internet and social media platforms has given rise to online gender-based harassment. A Pew Research Center study in 2017 found that 41% of American adults, both men and women, had experienced online harassment, with women being more likely to encounter sexualized forms of harassment. Furthermore, gender-based harassment in the workplace is also a significant concern. The International Labour Organization (ILO) estimated in 2018 that 1 in 3 women globally experienced some form of workplace harassment or violence. This includes sexual advances, inappropriate comments, and other forms of gender-based mistreatment.

The researchers of this study aim to dig into the experiences of the victims by knowing the kind of harassment they experienced, their immediate reaction, and how they coped with such harassment to give the readers an awareness concerning what gender-based harassment is.

This study will also become a guide to the readers of this study on how to manage such experiences and to further improve the fight against gender-based harassment. Furthermore, researchers saw that there are only limited to no sources of information tackling gender-based harassment (whether in local or national settings). This research

study aims to prove that there is an existing rampant but silent gender-based harassment in the locality (especially in public spaces) that anyone can be a victim of, and this study raises the awareness of people concerning gender-based harassment as a crime that can be punishable under RA 11313 or the Safe Spaces Act of 2019 (a.k.a. Anti Bastos Law) and other related laws regarding gender-based harassment as the case may be.

Background of the Study

Back in the year 2019, former president Duterte signed into law Republic Act No. 11313 intending to ensure the equality, security, and safety of every individual, in both private and public spaces, including online and in workplaces (Santos et. al., 2020). The law supplements the existing Anti-Sexual Harassment Act of 1995 by broadening the crime of sexual harassment. Republic Act No.11313, defined gender-based sexual harassment as the crimes of gender-based sexual harassment are committed through any unwanted and uninvited sexual actions or remarks against any person regardless of the motive. This law acknowledges respect for one's gender identity or expression, it is the personal sense of identity as characterized, among others, by manner of clothing, inclinations, and behavior concerning masculine or feminine conventions.

According to the Philippine Commission on Women (2023), under RA 7877, work, education, or training-related sexual harassment is “committed by an employer, employee, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainer, or any 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 accepted or not by the object of said act.” The Anti-Sexual Harassment Act or RA7877 is limited to the context of work, education, and/or training

while the Safe Spaces Act also covers the streets, public spaces, the internet, or cyberspace. Also, the Safe Spaces Act directly addresses the commission of harassment that is gender-based; The crime of sexual harassment under the anti-sexual harassment act requires that the offender has authority, influence, or moral ascendancy over the victim while the Safe Spaces Act dispenses with this requirement.

Furthermore, gender-based harassment can have severe impacts on individuals' mental health and social participation. Initiatives such as public awareness campaigns and educational programs aimed at promoting gender equality and challenging harmful gender stereotypes and research exploring effective strategies for addressing and preventing gender-based harassment have been implemented in response to this issue (Mercer, 2018).

In today's society, gender-based harassment (GBH) especially in public spaces is now becoming more and more rampant first from their first-hand experiences with such GBH and also with the people they know; it seems like people (specially the harassers), give little regard of such actions to their victims. GBH happens almost in all spaces in society, whether in schools by the students, teachers, and even the staff; in Public Utility Vehicles (PUVs) whether it is the driver, conductor, or other passengers; in parks, and other spaces whether public or private; online or offline. There is a need to raise awareness in the community about GBH and also, to take a step in making a difference, giving importance and empowering gender equality in the society and also the safety of all individuals as future law-enforcers.

Gender-based harassment is a significant issue that affects many people around the world. A study conducted by the European Union Agency for Fundamental Rights (2015), found that over half of women surveyed in the European Union had experienced

sexual harassment at some point in their lives. In addition, research has shown that people who belong to the LGBTQ+ community are at a higher risk of experiencing gender-based harassment and other forms of discrimination it is important to address gender-based violence to prevent too many people from being victimized with different forms of harassment. (National Center for Transgender Equality, 2015).

In recent years, according to the United Nations (2021), different governments, international organizations, and advocacy groups have taken steps to combat gender-based harassment. For example, many countries have implemented laws that criminalize sexual harassment, sexual violence, and other forms of gender-based violence and harassment. International organizations have launched campaigns and programs aimed at raising awareness of the issue and promoting gender equality.

Gender-based harassment is a complex issue with far-reaching consequences for individuals and society as a whole the risk of violence starts early for many people. Raising gender equality, challenging harmful stereotypes, and implementing effective policies and programs as well as awareness-raising campaigns and policies to address gender-based harassment in the community by training professionals such as to be able to identify, address, and respond to gender-based harassment and might teachers, youth workers, social workers, trainers, the police, justice, and health care providers, that the researchers look towards creating a world where everyone can live without fear of gender-based harassment in revealing the scale of the problem because many victims choose not to report incidents and certain forms of violence that it is very important to extent the problem to make it clear. As stated by the International Labor Organization (2015), "Gender-based violence and harassment represents a threat to human dignity, and gender equality and may also negatively affect productivity and the profitability of

enterprises that it is important to. Everyone should be able to work in dignity and safety, free from violence and harassment."

In the Philippine setting, a survey by World Risk Poll in 2021, among women workers in the Philippines who experienced harassment, 13% said they were sexually harassed, 9% said they were psychologically and physically harassed and 12% said they experienced all three forms of harassment. Most of those who reported the incidents said they told a friend, relative, or co-worker. Very few reported the incident to police community leaders or social services. The top reason among women respondents for not reporting the incident was fear for their reputation (73%) while more men hesitated to report the incidents because they felt it would be a waste of time (57%).

Also, a study on gender-based harassment in the promotion of the safe spaces act in Negros Occidental that was conducted by Remoto and Villalobos (2021), showed that 63.73% of their respondents gave an affirmative response to gender-based harassment (GBH), which shows a greater portion of respondents experienced unwelcomed, unreasonable and offensive physical, psychological and emotional threats, unwanted sexual or sexist remarks and comments either online or offline. As to location, the case study shows that most of the GBH occurred in streets and public spaces (30.95%), and as to the relationship between their respondents and harassers or offenders, the highest 47.94% are strangers, followed by Co-workers/Boss/Superior, Teacher/Mentor, Friend, Family/Relatives. This shows that relationships may know no boundaries. The harasser may come from closest relatives, friends, or even respected mentors or bosses. And, as to the manner or form of harassment, the survey shows that 43.08% are in the form of verbal, 38.46% through emotional/psychological, and 18.46% are in the form of physical.

In addition, according to data the researchers got from the Ilocos Norte Provincial Police Office, since the promulgation of RA 11313 in the year 2019, and till the year 2023, only two (2) cases have been reported.

There is a need to conduct this research study about the experiences of GBH victims to better understand the experiences of the victims, to support the data coming from other studies related to gender-based harassment because most of the studies about GBH focus only on data and statistics rather than in-depth understanding about the GBH victims' experiences, specifically on what kind of GBH the victims experienced, how it happened, what was their immediate reaction, and on how they coped with such harassment.

Statement of the Problem

The main purpose of this study is to dig into the experiences of victims of gender-based harassment in Ilocos Norte.

Specifically, it seeks to explore the following questions:

1. What kind of gender-based harassment does the victim experience?
2. What is the immediate reaction of the victim right after the gender-based harassment?
3. What is the coping mechanism applied by the victim to deal with the gender-based harassment experienced?

Theoretical Framework

This section presents theories related to the study, and the following theories are used to guide the researchers in their study on gender-based harassment.

Lifestyle Theory

According to Walter's (1990) Lifestyle Theory, some decisions and/or lifestyles may put one at an increased likelihood of being victimized. This notion depends on professional as well as personal lifestyle actions that might lead to a victim becoming a victim. Criminals may target someone who lives carelessly and with little regard for potential risk. For example, walking alone in a high-crime area while wearing huge diamonds may make one a target for criminals because it indicates a higher socioeconomic position.

The theory states that the victim's preferred way of living and decisions in life, increase the chances or risk of them being victimized of such crimes or in this study, to experience such harassment. Another application of this notion is that spending time with criminals increases one's chance of victimization, and some cases of harassment show that the suspect and the victim had initial contact or relationship with each other before the victimization of the victim, whether for a brief or a long period.

Organizational Theory

Proponents of this theory claim that one of the central concepts that helps to explain sexual harassment is power (Cleveland & Kerst, 1993). This theory also proposes that sexual harassment results from the opportunities presented by power and authority relations which are derived from hierarchical structures of organizations (Gruber, 1992).

The workplace's structural and environmental factors, which are rooted in gender bias, workplace conventions, and ingrained power dynamics between men and women, either explicitly or tacitly foster harassment. Traditionally, women have been employed in lower-level roles, while men have possessed the organizational power inherent in managerial and supervisory positions. Because work organizations are typified by vertical

stratification, individuals can use their position and power to coerce their subordinates into giving them sexual gratification. This relates sexual harassment to aspects of workplace structure that create an unequal relationship between superiors and subordinates. This viewpoint therefore highlights how the organizational hierarchy gives certain people more power than others, which can result in abuse. Sexual harassment, then, is essentially the manifestation of male dominance over females that upholds patriarchal relationships.

Feminist Theory

Feminist theory is a significant area of sociology that, in accordance with Crossman (2020), turns its assumptions, analytical framework, and topical focus from the perspective and experiences of men to those of women. It also sheds light on social issues, trends, and problems that are otherwise missed or misinterpreted by the historically dominant male perspective within social theory. Furthermore, feminist organizations like the National Organization for Women and Working Women's Institute started fervently advocating for increased awareness of the issues surrounding unwanted sexual attention at work in the early 1970s, according to *Theoretical Perspectives to Sexual Harassment of Women at Workplace* (2017). According to the feminist perspective, sexual harassment is linked to the sexist male ideology of male dominance and male superiority in society. Therefore, feminist theories view sexual harassment as the product of a gender system maintained by a dominant, normative form of masculinity. Thus, according to the excerpts of Gutek (1985), that was mentioned in *Theoretical Perspectives to Sexual Harassment of Women at Workplace* by Kapila (2017), sexual harassment exists because of the views on women as the inferior sex, but also sexual

harassment serves to maintain the already existing gender stratification by emphasizing sex role expectations.

It was also stated there that according to Connell (1987, 1992, 2002), interactions between differently gendered (and hence differently privileged) people within a larger gender system perpetuate and negotiate gender-based inequalities and discrimination. As a result, this theory of gender discrimination takes into consideration the subjective experiences of gender and harassment within a larger gender system, as well as numerous masculinities and femininities. According to MacKinnon (1979), sexual harassment is both a result and a cause of women's lower status in the workplace and society at large. According to him, sexuality and gender are also systems of dominance and power, with adult men using their sexuality to establish and uphold their authority over women. Because of gender inequalities and culturally dictated expressions of sexuality, men and women are likely to experience and perceive sexual harassment differently. The spread of male domination in society extends to organizations, where it is a thriving phenomenon (Farley, 1978; MacKinnon, 1979). As a result, sexual harassment is seen as an inevitable byproduct of cultural experiences and can occur in a variety of contexts, including the workplace. Feminist theory's key strength has been its ability to logically combine gender issues, patriarchy, and domination to explain sexual harassment; in other words, it appears to have some sort of unifying force. Moreover, it is frequently acknowledged that feminists' emphasis on gender disparity in the workplace helped to raise awareness of sexual harassment.

Conceptual Framework

This study adopted the IPOO Model in exploring the experiences of the victims concerning their experiences of gender-based harassment. According to Jones & Alony

(2011), IPOO stands for Input, Process, Output, Outcome and this model is used to understand the various stages of a process or project; in the context of research, input includes data and resources needed to carry out the study, the process involves the methodology used, the output is the findings and results, and outcome refers to the impact or application of the research.

By using the IPOO model the input to this study is the different kinds of gender-based harassment the participants have encountered, their immediate actions of the victims right after the GBH they experienced, and how they coped with it. As to the process, the researchers collected, interpreted, and analyzed the gathered data and came up with the output which is to make guidelines regarding GBH in the school's Criminology Department aimed to give awareness to others about gender-based harassment and its impact on the life of the victim and in turn will lessen the occurrences of gender-based harassment in the school and community.

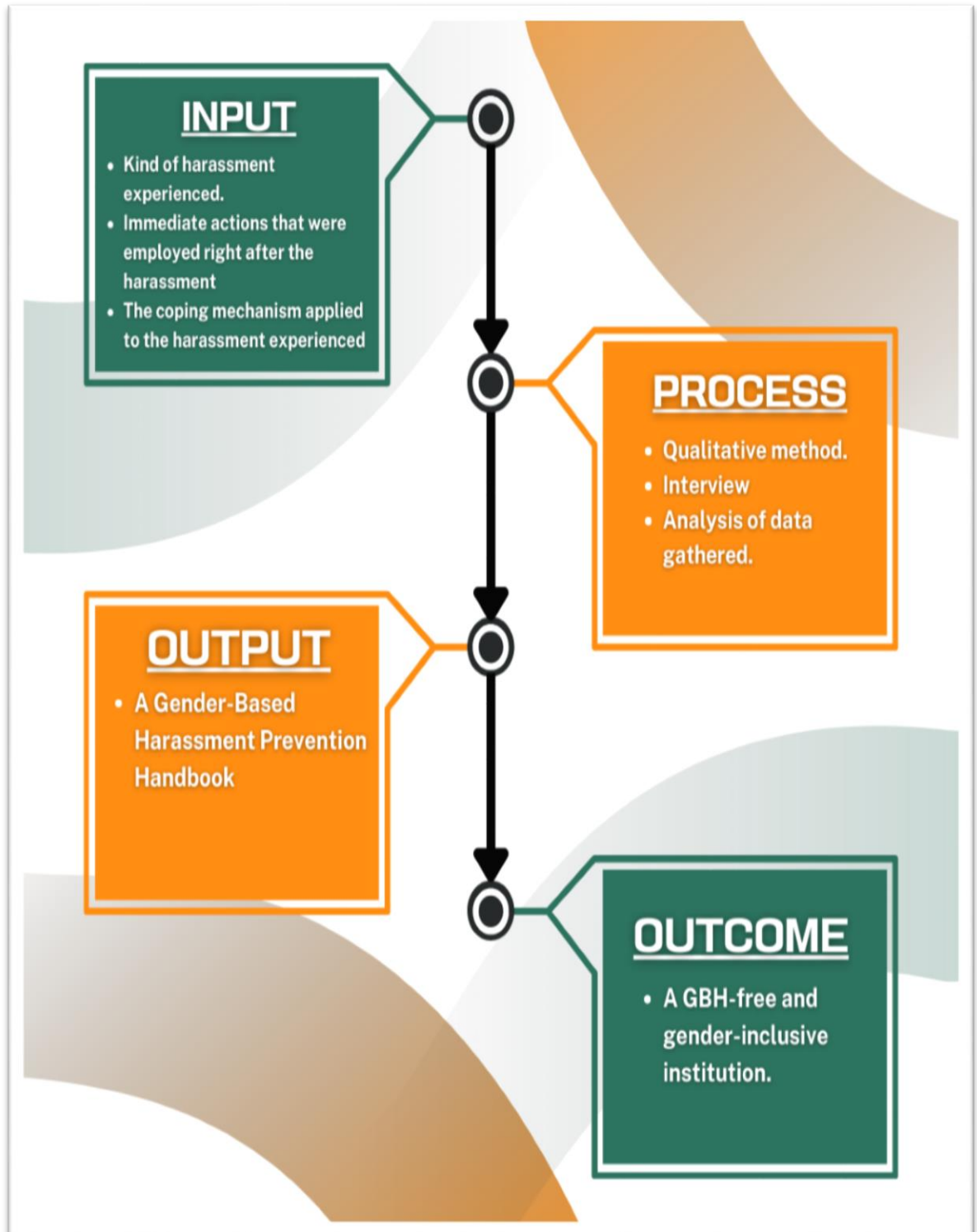


Figure 1. Paradigm of the Study

Significance of the Study

This study is deemed beneficial to the following:

Victims. This research study will ensure the victims know about the plans and programs that will be implemented for the recuperation of those who suffered gender-based harassment.

Parents. This research will serve as a guide for parents to gain knowledge, improve their parenting skills, and enhance their understanding of gender-based harassment to every individual in the school or society as well.

Higher Education Institutions/Schools. The results of this study will be used as a guide or tool to educate, promote, help them spread awareness, and implement policies to help fight against gender-based harassment inside the school premises.

Local Government Unit. In this study, the LGU will adopt the output (Manual) of this study to strengthen in promoting and implementing the Republic Act No. 11313 otherwise known as the Safe Spaces Act of 2019 to be free from gender-based harassment.

Researchers. The study will improve the researchers' knowledge of the different forms and types of gender-based harassment, their reactions right after the experience, and their coping mechanisms with such experience/s. Also, to fulfill their requirement for the course.

Future researchers. This study will provide them with a reference or guide in conducting similar and /or studies related to this research.

Scope and Delimitations

This study covered and highlighted the experiences of victims regarding gender-based harassment (GBH) in the province of Ilocos Norte. Specifically knowing the kind

of gender-based harassment they experienced, their immediate reactions right after their experience to a such traumatic event, and their coping mechanisms to such harassment.

The delimitation of this study included seven (7) participants that came from the Province of Ilocos Norte specifically, in the municipality of Marcos, Paoay, Pasuquin, Solsona, and Laoag City. The participants are only those people who accepted our invitation to conduct an interview about their experiences on GBH.

The availability of these participants was also limited due to the sensitivity of the chosen topic. Most of the GBH victims would choose not to speak about their experiences while others just give little regard to such experiences. The researchers were required to be flexible on the terms and conditions of the participants in conducting their interviews.

Definition of Terms

To facilitate the understanding of this study, different terms are defined.

In this study, the **Coping mechanism** is defined as the specific strategies, behaviors, or actions that the victims use to manage or alleviate the negative impacts of gender-based harassment.

In this study **Experience** is the encounter of the victim who is involved in gender-based harassment such as groping, unwanted verbal advances, cyber sexual jokes, catcalling, unwanted physical advances, relentless asking for personal details, and uninvited comments or suggestions.

Gender in this study encompasses the social and cultural aspects of being male, female, or any other gender identity, and it goes beyond the biological differences between sexes.

Gender identity or expression refers to the personal sense of identity as characterized, among others, by the manner of clothing, inclinations, and behavior in relation to masculine or feminine conventions. A person may have a male or female identity with physiological characteristics of the opposite sex in which case this person is considered transgender (*Safe Spaces Act, 2019*).

In this study, **Gender-based harassment** is defined as any form of harassment or discrimination because of their gender. This includes sexual harassment, gender discrimination, sexual assault, catcalling street harassment, cyber harassment, transphobia, homophobia, heterosexism, and gender-based bullying.

Harassment refers to words or behavior that threaten, intimidate, or demean a person. Harassment is unwanted, uninvited, and unwelcome and causes nuisance, alarm, or substantial emotional distress without any legitimate purpose.

LGBTQ+: Shortened abbreviation for Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex, and Asexual. An umbrella term that is used to refer to the community as a whole (*LGBTQ Glossary, 2022*).

Sexual harassment is a type of discrimination based on sex involving unwanted comments or behavior that intimidate, offend, or humiliate another person (Tabbibi & Lalonde, 2015).

In this study **Victims** are defined as individuals who experience unwelcome or offensive behavior, verbal or non-verbal, based on their gender or gender identity; and it encompasses a wide range of people who may have faced harassment due to their gender or gender-related attributes (whether they have filed a formal complaint or not but their experiences are included in the forms of gender-based harassment).

CHAPTER II

Review Related Literature and Studies

This chapter focused on the different related literature and studies that provide a more detailed and in-depth presentation of the experiences of gender-based harassment victims.

Gender-based Cyber Violence: A Challenge to Gender-Equality Indonesia

According to Jaishankar, 2021, the cyber dimension of gender-based violence is a growing concern globally, posing an obstacle to affirmative actions aimed at achieving gender equality. This study focuses on Indonesia, where a continuum of gender-based cyber violence, including online hate speech, trolling, cyber harassment, cyberstalking, unauthorized content sharing, hacking, identity theft, cyberbullying, and image-based sexual abuse, has emerged. These cyber activities, rooted in gender discrimination, significantly impede progress toward gender equality by utilizing technology to perpetrate harassment and prejudice.

While state governments established policies to address gender-based violence and promote gender equality, these policies often fall short when applied to gender-based cyber violence. Even in developed nations like the United States legislative efforts to address online gender-based violence have been inadequate despite pressure from media and women activists. This study aims to investigate the extent to which gender-based cyber violence has permeated Indonesian society, undermining efforts to establish gender-based equality (Jaishankar, 2021).

The study utilizes a mixed-method approach to investigate the extent of gender-based cyber violence in Indonesian society. Surveys, interviews, and data analysis are employed to gather information on the prevalence and impact of gender-based violence.

The research design aims to provide a comprehensive understanding of the challenges posed by cyber violence gender equality efforts (Jaishankar, 2021).

The result section presents findings on the pervasiveness of gender-based cyber violence in Indonesia. It explores the various forms of online violence, their impact on women, and the inadequacy of existing policies to address this specific dimension of gender-based discrimination. The section highlights the need for concrete policies tailored to combat online gender-based violence (Jaishankar, 2021).

Building upon the result, the discussion section delves into the implication of gender-based cyber violence on Indonesian society. It examines how these cyber activities hinder efforts to achieve gender-based equality. Drawing a comparison with global trends and the shortcomings of legislative responses, the discussion emphasizes the urgency of framing effective policies to denounce and reduce the prevalence of online gender-based violence (Jaishankar, 2021).

The study concludes by summarizing the key findings and emphasizing the critical need for concrete policies that specifically address and mitigate the impact of gender-based cyber violence. It highlights the importance of aligning legislative efforts with the evolving nature of online threats to gender equality and recommends proactive measures to combat the pervasiveness of online gender-based violence in Indonesia and beyond (Jaishankar, 2021).

Coping Strategies as Moderators of the Relationship Between Race and Gender-Based Discrimination and Psychological Symptoms for African American Women

To explore the association between racial and gender-based discrimination and psychological symptoms for African-American women, the current study examined the moderating effect of culturally unique coping techniques. According to earlier research,

African American women face negative psychological effects associated with their gender and race.

Thus, it was proposed that the frequency of coping methods would be associated with less severe psychological symptoms, thereby influencing the severity of discrimination-related psychological repercussions. To evaluate the study hypothesis, moderated structural equation modeling was employed. The findings showed that discrimination based on race and gender was linked to a rise in psychological symptoms. Coping mechanisms did not appear to have any moderating effect. Research implications for the future are examined (Greer, 2010).

According to Greer (2010), to comprehend the connections between psychiatric symptoms and discrimination based on race and gender for African American women, this study examined the moderating effect of coping techniques unique to the culture. The study's findings showed that discrimination based on race and gender was linked to a rise in psychological symptoms.

Filling in the Loopholes: An Assessment of the Philippine Safe Spaces Act

Before the implementation of Republic Act No. 11313, also known as the Safe Spaces Act of 2019, the principal legislation controlling sexual harassment in the Philippines was Republic Act No. 7877, also known as the Anti-Sexual Harassment Act of 1995. Yet, it only punishes sexual harassment at work, training, or education when committed by someone with power, influence, or moral superiority over another person (Gonzales, 2023).

The enactment of the aforementioned Act intends to protect all genders from sexual harassment in both real and online environments. The purpose of this study is to investigate the Philippine Safe Spaces Act (Gonzales, 2023).

Gonzales (2023) stated that the act is divided into three sections. Part 1 goes into the general idea of sexual harassment as described by RA 7877 and RA 11313. Part 2 analyzes the key components of RA 11313 that close the gaps in RA 7877.

Lastly, the responsibilities of each authority charged with guaranteeing the rigorous and correct execution of the former were identified and debated. With this rule now in effect, sexual harassment may be put to an end, since it serves as a weapon to discourage sexual harassers, or "Bastos," from conducting the aforementioned activities. This legislation safeguards all genders in all settings. It revitalizes the Filipino tradition of respect because first and foremost, everyone has the right to feel secure in public places (Gonzales, 2023).

A Case Study on Gender-Based Sexual Harassment in the Promotion of the Safe Spaces Act in Negros Occidental

Remoto & Villalobos (2021), stated in their study that sexual harassment, unwanted attention, and negative experiences that these vulnerable groups have been subjected to have piqued the interest of legislators, women's groups, and interested parties, particularly in terms of the eventual impact the aforementioned discriminatory behaviors have ruined their personal and family relationships, respective careers, educational ambitions, and/or their lives as a whole. Gender-based harassment can ruin victims' lives; therefore, one must consider its negative impact and how the Local Government Units and responsible authorities can make Negros Occidental a safe space for every constituent in each of the cities and municipalities; otherwise, there should be no place for any kind of discrimination, harassment, or violence in a truly democratic country.

The research was carried out in several cities and municipalities throughout the Province of Negros Occidental, including the heavily urbanized town of Bacolod. The research utilized basic random sampling, with each member of the population having an equal chance of being included in the sample. It is the most basic type of probability sampling in which the representative sample is determined by lottery or raffle. This approach included randomly selecting a sample from a specific sampling frame.

Based on the data acquired, 65 of the 102 respondents encountered GBSH in the form of unwanted, unjustifiable, and unpleasant physical, psychological, and emotional threats, unwanted sexual or sexist statements, and comments online or offline, including invasion of privacy. This demonstrates how prevalent GBSH is in the Province of Negros Occidental. Less than a quarter of all respondents evaluated themselves as extremely educated and informed on where a formal complaint against GBSH might be submitted. A startling percentage of 77 respondents had no or little awareness about where to make a formal complaint. This lack of awareness, as well as where to submit a complaint if such an occurrence occurs to someone, was a recurring topic that the researchers encountered while conducting their study (Remoto & Villalobos, 2021).

In an interview with an officer from the Bacolod City Police Office (BCPO), when questioned about office experience in dealing with GBSH that was not covered by the Safe Spaces Act, the officer stated that R.A. No. 7610 (Special Protection of Children Against Abuse, Exploitation, and Discrimination) and R.A. No. 9262 (Anti-Violence Against Women and Children), are the laws that are frequently employed in resolving situations presented by their Women and Children Protection Center (WCPC) because the Safe Spaces Act is still a new statute, he found it difficult to tell which incidents had

not been addressed. However, they are looking forward to seeing effects within the next two (2) to three (3) years (Remoto & Villalobos, 2021).

The Safe Spaces Act enacted critical modifications that were intended to disrupt cultural attitudes and behaviors caused by deep-seated institutionalized forms of oppression. Raising awareness of the SSA and ensuring that they are adequately enforced is thus critical in reducing gender-based sexual harassment (GBSH). Law policies are viewed as drivers for action rather than inactivity. Furthermore, while knowledge distribution is an important tool for combating GBSH, it is not the only strategy. Such issues can only be resolved if the legislation is properly and completely implemented. As a result, numerous implementing authorities must collaborate to ensure that its IRR is adequately localized and that the public is effectively informed. Only after that will our legislators be able to identify any holes in the legislation and draft the appropriate additional laws or adjustments (Remoto & Villalobos, 2021).

The Implementing Rules and Regulations of Republic Act No. 11313 also known as the Safe Spaces Act. (2019).

Republic Act No. 11313 is also known as the Safe Spaces Act. It is an act defining gender-based sexual harassment in streets, public spaces, online, workplaces, and educational or training institutions. This Act also provides protective measures and prescribes penalties.

Enumerated below are excerpts of the different selected sections provided in the Safe Spaces Act:

Section 2. Declaration of Policies. -It is the policy of the State to value the dignity of every human person and guarantee full respect for human rights. It is likewise the policy of the State to recognize the role of women in nation-building and ensure fundamental

equality before the law of women and men. The State also recognizes that both men and women must have equality, security, and safety not only in private but also on the streets, public spaces, online, workplaces, and educational and training institutions.

Section 3. Definition of Terms. -As used in this Act

Catcalling refers to unwanted remarks directed towards a person, commonly done in the form of wolf-whistling and misogynistic, transphobic, homophobic, and sexist slurs;

Gender refers to a set of socially ascribed characteristics, norms, roles, attitudes, values, and expectations identifying the social behavior of men and women, and the relations between them;

Gender-based online sexual harassment refers to an online conduct targeted at a particular person that causes or is likely to cause another mental, emotional, or psychological distress, and fear of personal safety, sexual harassment acts including unwanted sexual remarks and comments, threats, uploading or sharing of one's photos without consent, video and audio recordings, cyberstalking and online identity theft;

Gender identity and/or expression refers to the personal sense of identity as characterized, among others, by the manner of clothing, inclinations, and behavior in relation to masculine or feminine conventions. A person may have a male or female identity with physiological characteristics of the opposite sex in which case this person is considered transgender:

Public spaces refer to streets and alleys, public parks, schools, buildings, malls, bars, restaurants, transportation terminals, public markets, spaces used as evacuation centers, government offices, public utility vehicles 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; and

Stalking refers to conduct directed at a person involving repeated visual or physical proximity, non-consensual communication, or a combination thereof that causes or will likely cause a person to fear for one's safety or the safety of others, or to suffer emotional distress.

Section 4. Gender-Based Streets and Public Spaces Sexual Harassment. -The crimes of gender-based streets and public spaces sexual harassment 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 streets and public spaces sexual harassment includes catcalling, wolf-whistling, unwanted invitations, misogynistic, transphobic, homophobic, and sexist slurs, persistent uninvited comments or gestures on a person's appearance, relentless requests for personal details, statements of sexual comments and suggestions, public masturbation or flashing of private parts, 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 of sexual harassment are those performed in buildings, schools, churches, restaurants, malls, public washrooms, bars, internet shops, public markets, transportation terminals, or public utility vehicles.

Section 12. Gender-Based Online Sexual Harassment. -Gender-based online sexual harassment includes acts that use information and communications technology in terrorizing and intimidating victims through physical, psychological, and emotional threats, unwanted sexual misogynistic, transphobic, homophobic, and sexist remarks and

comments online whether publicly or through direct and private messages, invasion of victim's privacy through cyberstalking and incessant messaging, uploading and sharing without the consent of the victim, any form of media that contains photos, voice, or video with sexual content, any unauthorized recording and sharing of any of the victim's photos, videos, or any information online, impersonating identities of victims online or posting lies about victims to harm their reputation, or filing, false abuse reports to online platforms to silence victims.

Section 15. Qualified Gender-Based Streets, Public Spaces, and Online Sexual Harassment. -The penalty next higher in degree will be applied in the following cases:

- (a) If the act takes place in a common carrier or PUV, including, but not limited to, jeepneys, taxis, tricycles, or app-based transport network vehicle services, where the perpetrator is the driver of the vehicle and the offended party is a passenger;
- (b) If the offended party is a minor, a senior citizen, a person with a disability (PWD), or a breastfeeding mother nursing her child;
- (c) If the offended party is diagnosed with a mental problem tending to impair consent;
- (d) If the perpetrator is a member of the uniformed services, such as the PNP and the Armed Forces of the Philippines (AFP), and the act was perpetrated while the perpetrator was in uniform; and
- (e) If the act takes place in the premises of a government agency offering frontline services to the public and the perpetrator is a government employee.

Sexual and Gender-Based Harassment

Gender-based harassment is a pervasive and devastating form of discrimination that affects individuals across various demographics. The purpose of this study is to examine the prevalence and impact of gender-based harassment in the workplace and educational settings. This report outlines the progress made thus far and the next steps for the study (Pietsch, 2018).

The study utilized a mixed-methods approach, including surveys and focus group discussions. Participants were recruited through various channels, including social media, online advertisements, and partnerships with relevant organizations. Surveys collected information on demographics, experiences of gender-based harassment, and impact on mental health and job/academic performance (Pietsch, 2018).

As of the writing of this progress report, 250 respondents have completed the survey, and 20 focus group discussions have been conducted. Preliminary analysis suggests that gender-based harassment is a widespread problem in both workplace and educational settings, with a significant impact on the mental health and performance of those affected. More detailed analysis is ongoing, and a full report of the findings is expected to be completed by December 2021 (Pietsch, 2018).

The research team is currently analyzing the data collected from the surveys and focus group discussions. More focus group discussions were conducted to gather additional perspectives on this issue. The team also began to prepare the full report to be shared with members of the academic and public communities (Pietsch, 2018).

Gender-based harassment is a serious problem that requires urgent attention. The ongoing study aims to contribute to the body of knowledge on this issue and provide

recommendations for individuals, organizations, and policymakers to address gender-based harassment in the workplace and educational settings (Pietsch, 2018).

Street Harassment: Its Implications on Undergraduate Women's Self-Esteem in Colegio De San Juan De Letran Calamba

The research concentrates on undergrad women's street harassment experiences, sentiments after being harassed, variables impacting their self-esteem, coping strategies, and methods to prevent street harassment (Bayugo et al., 2016).

This qualitative study employed data triangulation, which included document review, focus group discussions, and key informant interviews, to collect essential material, which was then transcribed and analyzed by identifying themes (Bayugo et al., 2016).

Overall, according to Bayugo et al., (2016), the research participants' street harassment experiences varied; nonetheless, catcalling was a typical occurrence. The participants were enraged by street harassment because it made them feel inferior. Appearances and activities were recognized as elements influencing the self-esteem of the participants. There was also one of the factors that led to other individuals harassing their victims.

According to Bayugo et al., (2016), low self-esteem may be connected with a lack of self-confidence following street harassment. As a result, street harassment can lead to poor self-esteem. Since they were afraid of vengeance and humiliation, the participants dealt with the event quietly. Street harassment may be reduced not just by reporting the occurrence to authorities, but also by ensuring that spectators are watched.

A Look into the Salient Provisions of Republic Act No. 11313 and its IRR

To deal with the contemporary forms of gender-based sexual harassment ("GBSH") and other forms of sexual abuse not covered by the Anti-Sexual Harassment Act of 1995 ("Anti-Sexual Harassment Act"), Republic Act No. 11313, also known as the "Safe Spaces Act" or more commonly as the "Bawal Bastos Law," went into effect on August 3, 2019, with its implementing rules and regulations ("IRR") approved on October 28, 2019 (Fajardo, 2019).

Fajardo (2019), stated in her article that the legislation known as the Safe Spaces Act not only deals with sexual harassment against women, but also punishes sexist, transphobic, and homophobic behavior. It also implies that the acts or remarks declared illegal by this legislation may be perpetrated against men, women, and LGBTQ++ people, in other words, EVERYONE ELSE.

Fajardo (2019), further stated in the article that the Anti-Sexual Harassment Act makes sexual harassment illegal for those in positions of power, influence, or moral supremacy. Under the Safe Spaces Act, GBSH can now be committed amongst peers and by a subordinate to a senior officer at workplaces or anywhere an employee is doing work. Minors can be culprits under the law, but they will only face administrative punishment from their school, as indicated in their school policy. Employers and educational and training institution leaders shall establish a Committee on Decorum and Investigation ("CODI"), which will act as an impartial internal grievance process, investigating and resolving GBSH instances in the workplace and educational and training institutions. Each CODI must be led by a woman and include at least one person from each employee level (i.e., rank-and-file, supervisory, etc.), with women constituting

at least half of its membership. Each CODI must also guarantee that people of varied sexual orientations, gender identities, and expressions are represented equally.

In addition to the acts previously punished by the Anti-Sexual Harassment Act in the workplace and educational or training institutions, unwanted or uninvited actions, remarks, or slurs that discriminate, stereotype, or indicate prejudice based on sex may now be committed online and in public places. Catcalling, persistent uninvited comments, gestures, or telling of sexual jokes/names, relentless requests for personal details, and unwanted advances that threaten one's sense of personal space and safety are all examples of crimes that can be committed regardless of the motivation of the person committing the actions or remarks.

The law also requires restaurants, bars, resorts, casinos, and similar establishments to assist victims of GBSH by coordinating with police authorities, installing and making CCTV footage available upon court order, and providing a safe environment for victims by posting visible signs against GBSH. Online venues for reporting GBSH incidences should be provided whenever possible. When criminals are apprehended in the act, a security guard or any witness to the crime is permitted by law to make a citizen's arrest.

In addition to the previously mentioned penalties, GBSH committed in a public utility vehicle ("PUV") may be the basis for the Land Transportation Office's ("LTO") cancellation of the offender's license or the suspension or revocation of a transportation operator's ("LTFRB") franchise. The law holds both the perpetrator of the offense, the employee, and the owner or operator of the common carrier accountable. If the offender is the driver and the victim is a passenger, a harsher punishment is also applied.

The crime must also be committed against a person who is a minor, a senior, a person with a disability ("PWD"), or a breastfeeding mother who is nursing her child. It must also be committed by a member of the uniformed services while they are in uniform. It must also be committed against a person who has been diagnosed with a mental illness that tends to impair consent. It must also be committed on the property of a government agency by a government employee.

GBSH committed online, or by the use of any information and communications technology ("ICT"), includes any intimidation and terrorization of victims through threats, unwanted remarks and comments online (through public or private means), cyberstalking, uploading or sharing any type of media with sexual content without the victim's consent, assuming identities or posting lies about the victim, and filing of false abuse reports. Online GBSH offenses do not have a prescription period, therefore they are still punishable after 10, 20, or 30 years. Online GBSH offenses are punishable by imprisonment for a period ranging from six months to six years, or by a fine of between P100,000 and P500,000. A corporation or partnership that engages in online GBSH will instantly have its license or franchise removed, and any officials involved will be held accountable. In the case of media, the perpetrator will be the editor, reporter, station manager, or broadcaster.

The Department of Interior and Local Government ("DILG") is entrusted with ensuring that the Safe Safes Act is fully implemented, while local government units ("LGUs") are held largely accountable for combating GBSH in public areas.

As an exemption, legitimate expressions of indigenous culture and tradition, such as wearing traditional tribal attires which may show partial nudity, and breastfeeding in public shall not be penalized under the law.

CHAPTER III

Research Methodology

This chapter presents and discusses the research method that was used in answering the problem. It also presents the participants involved in the study including the sampling procedure, the different instruments used in the data gathering procedure, and the treatment of data.

Research Design and Method

The researchers used a qualitative research method through a case study research design to dig into the experiences of gender-based harassment victims.

According to Tenny and JM Brannan (2022), qualitative research examines real problems and provides more in-depth explanations of participants' experiences, viewpoints, and actions. One of the qualitative method's advantages is its ability to understand human behavior patterns and processes that are difficult to quantify. While measuring things such as feelings, attitudes, and behaviors might be difficult, the qualitative method allows participants to describe how, why, or what they were feeling, thinking, and experiencing at a certain time or during an event of relevance.

According to Shuttleworth (2008), case study research design has developed over the last few years into a useful tool for examining patterns and particular circumstances across a wide range of scientific disciplines. In addition, a case study focuses on a specific situation in greater detail than a broad statistical survey would be. It's a technique for breaking down a very wide field of study into a single, manageable subject.

Population and Locale of the Study

The participants of this study were two (2) from Marcos, two (2) from Laoag, and others from Pasuquin, Paoay, and Solsona those who accepted the researchers' invitation

respectively in the province of Ilocos Norte. The participants were four (4) females, a male, a gay, and a lesbian having the maximum sample size of seven (7) victims. The researchers made use of a checklist validated by counsel-at-law and their school's guidance counselor to qualify participants which was based on the acts punishable under the Safe Spaces Act and participants were determined by using convenience and purposive sampling methods.

According to Galloway (2017), convenience sampling involves using participants who are "convenient" to the researchers while Frost (2023), defined purposive sampling as a non-probability method for obtaining a sample where researchers use their expertise to choose specific participants that helped the study meet its goals. These subjects have particular characteristics that the researchers need to evaluate their research question. In other words, the researchers pick the participants "on purpose".

Data Gathering Tool

According to Gajaweera and Johnson (2015), interview guide questions with concrete questions are used in semi-structured interviews. In addition, an interview is typically a face-to-face conversation between a researcher and a participant involving a transfer of information to the interviewer (Cresswell, 2012).

The instrument that was used in gathering data for this study is an interview guide through the method of a face-to-face interview. The interview guide consists of questions related to the problems that are addressed through this study specifically: the kind of gender-based harassment the participants experienced, the participants' immediate reaction right after the harassment they experienced, and how they cope with the gender-based harassment they experienced. This method was considered by the researchers to ensure that the interview was properly conducted and would not go out of context. The

researchers also applied note-taking during the interview, in addition, they also used voice recorders to accurately transcribe the answers of the participants to the questions that were asked.

Data Gathering Procedure

The following procedure had been taken in gathering data after the approval of the instrument:

Upon final validation of tools, researchers made a consent letter for the participants of this study that was approved by their research adviser.

Then, the interview was conducted (this was done personally) because of the participants' preferences. The confidentiality of the data gathered was explained to the participants. After the data collection, the researchers proceeded to the treatment of the data collected, wherein the researchers analyzed the collected data through the use of case analysis.

Treatment of Data

According to Kaluza (2023), case analysis is a type of qualitative data analysis that focuses on interpreting the core narratives from a study group's personal stories. Using first-person narrative, data is acquired and organized to allow the researcher to understand how the individual experienced something.

A narrative analysis requires that the researcher have access to the entire verbatim narrative of the participant. As the entire way the story is expressed is part of the data, the verbatim transcription should be created before attempting to code the narrative analysis.

Ethical Considerations

Cohen et al., (2007) stated that interviews are considered as an intrusion into the participants' private lives concerning the time allotted and level of sensitivity of questions asked; high ethical considerations should be maintained.

The researchers protected and informed the participants' rights, and avoided causing harm to their participants. The researchers also notified the participants that the interview was entirely voluntary, and the participants' responses could be withdrawn at any time. Furthermore, the researchers ensured that the data that was collected was treated with strictest confidentiality and anonymity.

CHAPTER IV

Presentation, Interpretation, and Analysis of Data

This chapter centers on the presentation, interpretation, and analysis of data gathered from the participants' narration regarding their experience as a victim of gender-based harassment.

Gender-based harassment is a significant issue worldwide, affecting and victimizing people of all genders men, women, lesbians gays, and the like. This study is all about digging through the experiences of gender-based harassment victims specifically the kind of harassment they experienced, their immediate reactions, and the way they cope with the harassment they experienced. The participants were seven victims of Gender-Based Harassment who accepted the researchers' invitation respectively in the province of Ilocos Norte. The participants were composed of four (4) females, a male, a gay, and a lesbian.

CASE NO. 1

Participant No. 1, a female victim at the age of 16 at the time of gender-based harassment tells us that the kind of harassment experienced by her by the harasser is:

“Groping po.”

(“Groping”)

And when we asked her to elaborate on what had happened, she told us:

“Agon-online selling-ak ngamin, kuya. Ipa-pick-up-ko koma ti order ti buyer-ko kasi haanak a makadrop idin. Ti pagsabatanmi kuma latta idin ket idiy Saviour’s. Kunak kaniana, i-chat-nak no adda isunan idiy Saviour’s. Idi rimmuarak idiy crossing idiy Saviour’s ket nasabatko pay laeng daydiay a lalaki. Idi nagsubliak ket adda pay laeng isuna idiy. Nakatambay isuna idiy bangir a kanto. Bimmangirak a kanto. Ti ammok, agpataray laeng isunan ti motor. Gayam, isu daydiayen. idi pinataraynan ket biglana met nga inkasta ti likod a part.”

(“I engage in online selling. I was supposed to have my buyer's order picked up because I couldn't drop by personally. We were supposed to meet at Saviour's. I told him to message me when he arrived. As I walked near the crossing of Saviour's, I encountered that guy again. When I passed by again, he was still there, hanging out on the other side of the corner. I crossed the street, thinking he was just going to start his motorcycle. Turns out, he started running it and then he groped me.”)

When we asked her what does she mean when she said “inkasta” she answered:

“Nakalikodak ngamin. Idi kua metten, biglanan nga iniggaman ti patongko. Nariknak ta medyo naiggamanna pay ti baba ti private part-ko.”

(“I had my back turned at that time. He suddenly touched my buttocks. I felt that he even touched the lower part of my private area.”)

After we identified what kind of harassment the victim experienced, we asked her what was her immediate reaction right after the harassment and she told us that:

“Na-shock-ak tas nag-ikkis-ak ngem uray man pay, awan met pulos tao idi tas nagtartaranyak. Ti immunak a napanonot ket kinitak diay plate number-na ngem awan met ti nakaipan a plate number. Nagipulongak ken mestro tinawaganna met diay akin iggem ti CCTV idiy tas rine-view-mi diay record ti CCTV.”

(“I was shocked and started screaming, even though there were no people around.

Afterward, I ran. The first thing I thought of was checking the vehicle's plate number, but there was no number displayed. I reported it to my teacher, and we called the CCTV operator there. We then reviewed the CCTV footage.”)

Then we asked the victim how she coped with the harassment she experienced and she stated that:

“Nagkukulongak diay kuarto. Haanko koma pay laeng kayat ti makakita iti tao, kasdiy. Aginggana a nain-inotko tapos kada rumuarak ket dapat adda latta kaduak kasdiy.”

(“I lock myself in my room. I don't want to see people at that time. Until gradually, I can handle it, and every time I go out, I always have someone with me.”)

CASE NO. 2

Participant No. 2, also a female victim at the age of 16 at the time of gender-based harassment stated that the kind of gender-based harassment she experienced was:

“Uhm, iniggamanna ‘toy anak, luppok, ate.”

“(Uhm, he touched, this thing of mine, my thigh.”)

And when we asked her to elaborate what happened she further stated that:

***“Nakamotorkami idi, ate, mapankami agbasa idia
Bacarra. Bayat ti biahe, diak sigud a nadnadlaw nga
ig-iggamanna gayamen ti luppok.”***

(“We were on a motorcycle back then heading to Bacarra for school. During the trip, I didn't immediately notice that he was already touching my thigh.”)

When we asked her what was she wearing when the harassment happened, she answered:

“Nakapantalonak idi, ate.”

(“I was wearing pants.”)

Also, when we asked her whether the harassment she experienced happened from time to time she answered:

***“No addakam’ pay ditoy balay ket no mabartek, ate,
ket mapanak sagidsagiden ken agiggem iti patong.”***

(“When we're at home and he's drunk, he keeps on touching me, he touches my buttocks.”)

We proceeded then to our second main question asking her immediate reaction right after the harassment and she told us that:

*“Madandanaganak idi, ate, diak kayat nga ibaga iti
parents-ko kasi mismo a diay nangkasta kaniak ket
kabbalaymi, asawa ti manangko.”*

(“I am nervous. But I don't want to tell my parents because it's the spouse of my sibling who harassed me, and we live together in the same house.”)

Furthermore, she also added:

*“Ti no kua ubrak, ate, ket agsangsangit kasdiay ipri-
private-ko ti agsangit tas agkarkararag. Tas
maphobphobia, no tay mabartek nukwa ate, iw-
iwasak tapos no ibagbaga na nukwa makilugan kan
kunana diak nukwa mapmapan makiluganen ate.”*

(“All I did was to cry, I hid my tears, and I prayed. I develop a phobia whenever he's drunk. I also avoid him. Whenever he suggests that I just go along with him, I refuse to join.”)

Then when we asked her how she coped up with that harassment she replied:

*“Umuna, ate, ket iwasak tapos no adda isunan
pumanawak no kuan. Mapanak idiay karruba or else
ket mapanak idiay bambantay tapno makarela, ate.
Ngem no makitkitak, ate, malaglagipko latta kasi
kabbalaymi isuna.”*

(“First, I avoided him. If he's around, I leave. I go to the neighbor's house or to the mountains to relax. But when I see him, I still remember, especially since he's just with us in the house.”)

CASE NO. 3

Participant no. 3, also a female victim at the age of 16 at the time of gender-based harassment tells us that the kind of harassment experienced by her from the harasser is:

“Pinagmaniakannak ni uncle-ko idia’y bus. Idia’y pay laeng bus station ket kunanan, igamak man ta imam ta ag-holding hands-ta, ta kaslata laeng aggayem kunana. Kunak (iti panunotko), “apay kastana ngata?” Kaslanak la a babai koma. Ti riknak idi ket permi a mabutbuteng ta dakkal a tao isuna. Aglamlamiisak idi. Agtedtedted pay ti luak idi. Permi. Kitakitandakam’ pay dagiti tattao idia’y bus. Siguro pagarupda ket nagapa laeng nga aggayem dagitoy. “Tito idia’yak bangir,” kunak. “Haan, ditoyka abayko” kunana met. Nagkatugawkam’ a dua. Akabayannak sana piselpiselen ti gurgurong ko. Ditoy pay ayan ti abagak. Ti maysa nga imana, igamanna ti luppok a piselpiselen. “Nagimaskan, aya” kunana. “Awan pay ti lalakim?” kunana pay. Kunkunana pay ket “dika agpababastos, hah?” kunana ket isu la ngaruden ti araramidenna. Binaybay-ak lattan isuna ta ana ngarud ti mabalinko

ket nagbasitak a tao ket nagdakkell isuna. Nagsangangitak. Idi dandanikam' a bumaban manipud iti bus, imbagana kaniak a punasak ti luakon ket asidegkamin idiy diay site. Pinunasak met ti luak. Apagdanonmi idiy site, tinawagak a dagus ti maysa nga uncle-ko. Agpasundoak nga umaydak alaenen ta diak kayat ti ag bayag idiyen ta amangan no agbayagak pay, rape-en-nak. Awan met ngarud unay ti matatao idiy site. Isu nagpaalaak idi. Manipud idin, kanayon nga umay idiy pagubraak. Kanayon nga umay, ta ti latta met ammoda ket kumkumustaennak laeng. Umaynak siripsirpen idiy. Mapanak latta met aplemlemeng ngem kuna dagiti kakaduak ket "adda ni titom idtoy." Saannak no kua a rumrumuar. Kuskusilapak no addana."

("I was harassed by my uncle on the bus. Right at the bus station, he told me that we should hold hands, making it seem like we were a couple. In my mind, I wondered, "Why is he like this?" It felt like he was treating me like his girl. I was terrified because he was a big person. I felt cold at that moment. Tears even fell. It was intense. People on the bus were staring at us. Perhaps they thought we were a couple quarreling. "Uncle, I'll sit in the other seat," I told him. But he insisted, "No, sit beside me." So, we ended up sitting next to each other. He put his arm around me. He squeezed my arm and even my shoulder. His other hand was on my thigh, squeezing it. "He said to me, 'You look delicious.' Then he asked, 'Don't you have a man yet?' He even said, 'Don't let yourself be

disrespected, okay?' while he was the one disrespecting me. I just let it be because I couldn't do anything—I'm small while he's big. I cried. As we were about to get off the bus, he told me to wipe away my tears because we were nearing the site. I wiped them away. When we arrived at the site, I called another uncle of mine. I asked to be picked up because I didn't want to stay there any longer, fearing that if I did, he might assault me. There weren't many people at the site yet. So, I asked to be picked up. Since then, he always visits me at work. He frequently comes, and my colleagues are aware that he just checks on me. He always peeks at me. I hide, but my colleagues call me and say, 'Your uncle is here.' I don't go out. I glare at him when he's around.")

And when we asked her what was her immediate reaction after the harassment she experienced she responded:

“Ti riknak ket talaga ket permi a mabutbutengak idi talaga ta nagdakkal a tao isuna. Aglamlamiisak idi. That time, agtedted pay ti luak a permi. Kitakitandakam’ pay dagiti tattao idia’y bus. Binaybay-ak lattan, a, ta ana ngarud mabalinko ket nagbassitak a tao ket nagdakkal isuna. Didiay lang, aa nagsangangitak a talaga idi.”

(“I felt really scared because he was a big man. I was becoming cold. At that time, I was in tears. People were even looking at us on the bus. I just let it be because what could I do? I was a small person, and he was big. I was just there, crying.”)

Then we asked how did she handle or cope with the harassment she experienced she replied by saying:

“Ti pinanunotko lattan ti pamiliak ken siempre, trabaho. Trabaho latta talaga ti in-focus-ko bagbagik. Iniwasak pay daydiay a gayyemko. Sigagayyemak idi. Iniwasak diay gayyemko. Insinanak pay, ta haanko kayat ti lalakin, ta awan talaga mariknak ta puro puot amin. Ti latta anak idin in-focus-ko ti bagbagik iti trabaho, ayan ti ubbing nga ay-aywanak, tapos iti pamiliak, kasanoak a makatulong. Kasi mabutengak pay nga agipulong idi. Baka sabali pamay-anda. Baka madamdama, isuda pay ti makaaramid iti madi gapu ngarud diay napasamak. No ana latta iki-keep-ko latta iti bagbagikon. Liniwliwak ti bagik. Adu met ti tattao a nakadkaduak ta puro met babbai idiy ayan ti trabahok ken dagitoy ubbing nga aya-ywanak. Isu lang...”

“Liniwliwak ti bagbagik kadaytoy work-ko, kada kadagidiay katrabahok, ken kadagidiay ubbing nga aywan-ko idi.”

“I just focused on my family and, of course, work. I concentrated on my job. I also avoided my boyfriend. I had a boyfriend back then. I distanced myself from him.

Eventually, I broke up with him because I didn't want anything to do with men anymore, as all I felt was anger. What I did instead was focus on my work, on the child I was taking care of, and on my family, figuring out how I could help. I was also afraid to report it.

They might do something worse. They might turn things around and blame me. So, I kept

it to myself. I found solace within. I had many colleagues at work, mostly women, and the child I was taking care of. That's it.... I found solace within myself through work and my colleagues, as well as the child I was taking care of at that time.”)

CASE NO. 4

Participant No. 4, a gay victim at the age of 23 at the time of gender-based harassment tells us that the kind of harassment experienced by her by the harasser is:

“Ditoy ngamin lugartayo, even entire in the Philippines, ket talaga nga there are still discrimination iti LGBT and idtoy ayantayo specially in our place, barangay, ket adu latta dagiti tattao a nangpadas a mang-discriminate kaniak as a gay. Kasla koma no sistsitandak no magmagnaak a maymaysa iti rabrabii. It is very alarming gapu ta we don't know, posible a nabartek diay tao, posible nga adda ubraenna kaniam a dakes and nag-very traumatic dayta. Posible nga kalpasan dayta a padas, agbutengka, maaddaanka iti anxiety attack. At the same time, it will be hard for you then nga ag trust iti sabali a tao.”

(“In our area, and even throughout the Philippines, there is still discrimination against the LGBT community, especially here in our barangay. Many still attempt to discriminate against me as a gay person. Like when they make derogatory comments when I walk alone at night. This is very alarming because we don't know if the person might be drunk, and they might do something harmful, which can be very traumatic. It's possible that after

such an incident, you become afraid or experience an anxiety attack. At the same time, it becomes difficult for you to trust other people.”)

When we asked him if did he ever experience such harassment he answered:

*“Hmmm, nakakatawa man but this is very true.
Even online, adu ti agchachat. Adu ti agibagbaga iti
kastoy: baklakka ngaruden, napilika pay lang.
Ibagada nga aginkukunaak pay lang a baklaak ket
imposible a diak kayat ti ‘makasdiay’.”*

(“Hmm, it's funny but true. Even online, many people chat with me. They say a lot of things: ‘You're already gay, and you're still choosy.’ They say I'm being too picky even though I'm gay and it's impossible that I don't want to do ‘that.’”)

Then we asked what he meant when said “makasdiay” he answered:

*“Ket ibagada, ading, ket ‘ag-sex-ta’ ta kunada koma
kasi kano baklaak met. Agindidiak kano pay laeng.
Kaslaak la kano inkapintasan a babai. Kunada ngata
kasi bakla okay lang, okey latta iti sex, okay lang a
patulan ti basta about sex. Baklakami ngem we need
respect. We love naman. Haan a gapu ta baklakamin
okay lang a basbastosendakamin. Cha-chat-andak ti
kastoy: 150, 1500. Agpapada tay amin awan ti
nangangato awan nababbaba, so it means anya man
gender mo dapat i-respect mo.”*

(“They would say, ‘Let's have sex’ just because I'm gay. They think that because I'm gay, it's okay, it's okay to have sex, it's okay for me to engage in anything related to sex. We're

gay, but we also need respect. We fall in love too. Just because we're gay doesn't mean it's okay for them to disrespect us. They even chat things like: 150, 1500. We're all the same. No one is superior, no one is inferior. This means that regardless of gender, respect should be given.”)

Participant 3 also stated that he experienced harassment through online (cyberspace) when he said that:

“Actually, kunak pay idi adda maysa a nagcha-chat kaniak, ‘kayatmo ta iyi-screensho-ko daytoy’ kunak kaniana. ‘Ta i-post-anka uray haan a siak ti maibabain. Sika ti maibabain kasi in the very first place kinalalakim a tao bastosem ti padam a lalaki though baklaak, lalakiak latta. Bastosenak online, i-post-anka.’ kunak kaniana. Idi pinangbagak kaniana daydiayen, alla, joke kunana ketdin.

(“Actually, I told someone who chatted with me before, ‘Do you want me to screenshot this?’ I said to him, ‘So I can post what you're doing, and it won't be me who will be embarrassed. You will be the one embarrassed because, in the first place, you, being a grown man, are disrespecting someone like yourself. Even though I am gay, I am still a man. If you insult me online, I will expose you.’ I told him. When I said this, that's when he claimed that what he said was just a joke.”)

We asked him then what was his harasser online told him, and she directly answered:

“Mulmolam ‘toy botok.’”

(“Suck my dick.”)

And then he continued sharing his story:

“Tas idi met adda nagsitsit kaniak, as in a nagpungtotak kasi kaduak dagitay ubbingko, dagitay estudiantek idi nag-practice teaching-ak, talaga a kinomprontarko uray nabartek. Awan babainmo kunak kaniana, ‘Kitam a kaduak dagitoy ubbingko kasta ti ipakpakitam’. ‘No sika, agkaputot iti bakla, kasta ti ubraenda kaniana,’ imbagak kaniana daydiay. And then nagulimek isuna. Awan naubraanna.”

(“When I got catcalled, I got really angry because I was with my students during practice teaching. I confronted him even though he was drunk. ‘You saw that I was with kids, and that's how you behave,’ I said to him. ‘If you had a child who is gay, others might do the same.’ I told him. Then he kept quiet. He couldn't do anything.)

We then asked him how he coped with it, and he answered us:

“Siak ngamin ket alisto nga ag-move-on. No ngamin kasdiay a paspasamak, learn from the past experience. So, ania ti inubrak, siempre kunak ammok met ti bagbagik, ammok met a nasayaatak, ammok a nadalusak. So, ania man ti bagbagada or ub-ubraenda, ammok a safe-nak. When it comes a rumrumuarak, ammok no kasanok nga i-defend ti bagbagik no man adda mapasamak gapu ta, at least, kadaytay napasamak idi, ammokon ti aramiden.”

“In my case, I can easily move on. In such experiences, I learn from the encounter. So, what did I do? Of course, I said that I know myself, I know that I am a good person, and I know that I am clean. So, whatever they say or do, I know that I am safe. When I go out, I also know how to defend myself in case something happens to me because at least, from what happened before, I know what to do.”)

CASE NO. 5

Participant No. 5, also a female victim at the age of 15 at the time of gender-based harassment tells us that the kind of harassment experienced by her from the harasser is:

“So, galing-ak sa ano, INNHS, diay school. If I’m not mistaken Grade 9 or Grade 10-ak idi dayta a pasamak. Nakahospital ngamin tay kabsatko, instead nga agawidak idiy Marcos, mapanak hospital kaduak da parents-ko idiy. That time, napigsa ti tudo tas ti inbagak ken tay tricycle driver a ti papanak is idiy San Nicolas a hospital, idiy Gertes. Ngem ti nangipagnaanna ket nanlikaw idtoy market idtoy Laoag. Instead a nagderecho idiy rangtay a pagnaan koma a mapan Gertes, impagnana pay laeng idiy market. Idta ngamin market, ammayo diay New India, adda parang eskinita idiy a bassit a pagparkingan ti tricycle nukua. Impagna diay idi tas insardengna. Tapos kunana ket “adda man alaek dita likod a linong, ading” kunana ta siempre ket napigsat’ tudo. Ammom tay parang compartment-na

no kua, diay likod no kua ti tugaw diay uneg ti tricycle-na ti kayatna idi ket adda alan kano. Ngem adda met linongna idin diay lugan. Sinerreknak santo idi alaennan ti ibagbagana nga alaenna laeng kano, inyunegna ti imana like, ingana tay legs-ko patingga ditoy knee agpangato. Aniat' kuaem kunak kaniana. Tay skirt-ko ngamin ket labes knee ngem diba no ag-skirt-ka parang ngumato no nakatugawka kasla agpangato diay skirt kasi maipit, isu parang alistona a naiserrek kasi mailislissen no ag tugawak so naiserrekna ti imana. Sinipatko ti imana tas ana kuaem kunak a kasdiay.”

(“I came from INNHS. If I'm not mistaken, this happened when I was in Grade 9 or Grade 10. My sibling was in the hospital, so instead of going home to Marcos, I decided to go to the hospital where my parents were. It was raining heavily, so I told the tricycle driver that I was heading to San Nicolas, specifically to Gertes Hospital. However, instead of taking the direct route to the Gertes Hospital bridge, he went through the Laoag market. Rather than proceeding straight to the bridge leading to Gertes, he went through the market. In that market area, you know, near New India, there's a narrow alley where tricycles park. He went there, stopped, and said, ‘I just need to get a cover from behind your seat’ because of the heavy rain. You know that compartment of the tricycle, the one behind the seat inside the tricycle. He said what he wanted to get was there. But there was already a cover on the vehicle. When he entered the tricycle to get what he claimed he needed, he inserted his hand under my skirt, from my thighs up to my knees and beyond.

‘What are you doing?’ I asked him. Because my skirt was past my knees, but when you're sitting down, it rides up a bit, making it easy for him to insert his hand. I slapped his hand away and asked him, ‘What are you doing?’”)

After sharing the harassment that she experienced, she further tells us her immediate reaction right after the traumatic event as she stated:

“Induronko isuna saak rimmuar a nagtartaray. Kadaydiay pinagtarayko ket diak pay napuotan a natarayko manipud New India aginggana idiy Puregold. Nagtartarayak a permi uray agtutudo. Adda pay nagdamag kaniak idiy New India no apay nga agtartarayak ti nakunak laeng, ‘adda bastos!’ Kunak lattan ta diak ammo ti ibagak idi. Basta nagtartarayak lattan. Diak pay nagpleten. Nagtartarayak latta a nagib-ibit. Idi kuan, nagsadaak manen iti tricycle. Agib-ibitak latta a tinawagak ni mommy idi ngem haanko nga inbaga kaniana kasi ammok ubraenda no kua. Ammok ti kayada nga ubraen a kas consequencena daydiay. Ti inaramidko latta idin ket nagib-ibit ken imbagak laeng nga asidegaakon. Kadaydiay, ti ibitko, nakagiddan iti pigsa ti tudo, nagir-iriakak idiy uneg ti tricycle tapno mairuar ti sakit ti nakemko. Idi makadanonak iti hospital, damagen ni mommy no apay ng agib-ibitak. Inapak isuna a nagpukpukawak ‘apay a didak laeng

immay inalanda manong' kunak lattan. Lately, months ti napalabas, napanak nagpacheck-up iti ospital a nakaospitalan met idi ti kabsatko. Kadaydiayko lang a naiyopen ti napasamak kaniak— ita a college-akon. Nagpungpungtot da mommy. Inalada ti plate number pero awanen daydiay a tricycle no pay ammok pay laeng ti plate number.”

(“I pushed him away, then ran out. I didn't realize I ran fast from New India to Puregold. I ran as fast as I could, even in the rain. Someone even asked me near New India why I was running. All I could say was, ‘There's someone rude!’ That's all I said because I didn't know what else to say. I just kept running. I didn't even pay the fare. I ran while crying. Later on, I hailed a tricycle again. I called my mom while crying, but I didn't tell her what happened to me. I knew what they could do as a consequence of what happened to me. So, I just cried and told her I was almost there. At that time, my crying was accompanied by heavy rain. I was screaming inside the tricycle to let out the pain I felt. When I arrived at the hospital, my mom asked why I was crying. I argued with her and said, ‘Why didn't they just pick me up, manong,’ I just said. Only a few months ago, I went for a check-up at the same hospital. It was only during this time that I told my mom—now that I'm in college. They got angry. They investigated the plate number, but that tricycle was no longer there, although I still remember the plate number.”)

Then we asked how she handled or coped with the harassment she experienced she responded:

“Kasla naawanen ti respetok kaniada a tricycle driver. Saanak ngamin a nagrep-report idi. Ita,

nagbalinak a natureden. Kasla ammok a mapaspasamak ti kasdiayen—a kaya gayam ti tao nga ubraen ti kasdiay a banag. Idi ket haanko a panpanunoten ti kasdiay no agluganak iti tricycle. Ngem tattan mas lalo a timmuredak koma kasdiay. Itatta nagaksion da mami parang idi last-last months laeng. Pinabirikda tay tricycle driver pero awanna metten kasi haan ko met malagip langanan kasi nakakapote isuna idi nagpisa ti tudo. Sinerreknak idiy uneg ti tricycle sana inigaman ‘toy legs-ko.’

(“It seems like I’ve lost respect for tricycle drivers. I didn’t report it back then. Now, I’ve become braver. It’s like I know that such things happen—that people are capable of doing such things. Back then, I didn’t think about it whenever I rode a tricycle. But now, I’ve become braver. They took action just last month, with my mom leading the effort. They tried to find the tricycle driver, but it was futile because I couldn’t remember his face; he had a hood on due to heavy rain. He approached me inside the tricycle and touched my legs.”)

When we asked if she was okay, she said:

“Goshhh sige lang. HAHAAAA. Actually, adda gayam nagpatulongak idi a friend-ko nga anak ni vice ti Dingras. Nai-open-ko I think. Maysa a nag-cope-up-ak ket inin-inotho nga inyopen kadagiti friends-ko—not relatives. Ayingga a binagbagaandak tapos na-learn-kon ti limmaban. I

don't know no part of coping mechanism-ko dayta ngem kasta ti inubrak. Nagibit laeng tapos agingana a naka-move on-ak. Tapos pakpakitak nga everytime agluganakon ket diak mabuteng tapno ammo digiti driver a kayak a labanan isuda ken adda babainda kaniak. Gosh. Dayta laeng ti malagipkon. Very traumatizing dayta a napasamak ngem no i-keep-ko tay self-ko in that situation mas siak ti kaasi isu one way-ko, nag-open friends hanggang into-inot kayak nga inbagan iti parents-kon.”

(“Gosh, it’s okay. Hahaha. Actually, I sought help from a friend of mine who is Dingras vice mayor’s child. I mentioned this experience to them. Perhaps one of the ways for me to cope was gradually sharing it with my friends—not with relatives. Until they told me to fight back. I don’t know if that was part of my coping mechanism, but that’s what I did back then. I cried, and then I moved on. Now, whenever I ride a tricycle, I always show that I’m not afraid, so the drivers know I can stand up to them and that they should respect me. Gosh. That’s all I remember. The experience was very traumatizing, but if I let myself be imprisoned by that situation, I would be even more pitiful. So, one way was opening up with friends until I gradually shared it with my parents.”)

CASE NO. 6

Participant No. 6, a male victim at the age of 18 at the time of gender-based harassment further unfolds that the kind of harassment experienced by him by the harasser is:

“Bale ti naranasak a harassment idi ket karkarawaenda ti private-ko. Like, ah, mabiglakanto

lattan. Tay feeling nga... Daytoy ngamin idi ket mapanak agpapakukis. Tay feeling nga agpapakukiska lang koma or ti rantam ket agpapakukis laeng, ngem adda met sabali a mapaspasamak. Sika pay ti mabainen like agiggemdat' 'toy (points near the private part), idtoy a part, ta private part-mo."

("I experienced harassment where my private parts were touched, and it's like you're caught off guard. The feeling of... This happened when I went to get a haircut. The feeling that you're just there to have your hair cut, but something else happens. And you're the one who ends up feeling embarrassed, like they touch you here (points near the private part), in this area, your private part.")

When we asked him how old is he when this happened, he answered:

"Grade 12 sa daydiay I think? 18 years old.

("I think I was in Grade 12? Around 18 years old.")

Then we asked him, to elaborate on what happened:

"Kastoy ngamin idi, sir, bale di un-unak a pagpapakukisak idiy a barbershop, idiy, a, magustuak ti pukis ti nangpukis kaniak idi ngem haan pay laeng a bakla idi like lalaki daydiay. Tapos idi kapinduwak agpapakukis, bale bakla tay nangpukis kaniak idin. That time, bale adda napasamak idi kadayta a diak in-expect. Agsagidsagid tay nangpukis kaniak a bakla. Bale, binaybay-ak pay laeng kasi ti ammok lokolokona lang then idi kapitlok nga

agpapukis idiy manen, bale bakla manen ti nangpukis kaniak idin, ngem daytoy a bakla ket sabali, like, diak magustwun tay pukisna kasi sabali ti inubrana kadaytay inbagak a pukisko, sabali eh. Then, idi malmalpasnak a pinukisan idin ket, nagweird metten kasi agkarakarawa metten. Ditoy part ti siketko. Kadayta a time ket binaybay-ak ulit ngem kadayta idi ket warning...warning didiayen. Idi maikauppat a panagpapukisko idiy a barbershop, sabali man a bakla nangpukis kaniakon.”

“(This is how it was back then. The first time I went to that barbershop, I really liked the haircut. A guy cut my hair, not a gay person. The second time, it was a gay person. That time, something happened that I didn't expect. The gay barber started touching me. I just let it be because I thought he was just joking around. But on my third visit there, it was a gay person cutting my hair again, and I didn't like the haircut he did. I told him. As he was about to cut my hair, it felt strange. He was touching me, around my waist. This time, I let it be again, but I gave a warning. On the fourth visit, it was a gay person cutting my hair again.”)

We asked if it was also from the same barbershop, and he answered:

Same a barbers' shop met laeng ngem daydiay ngarud, bakla manen. Mayat ti pukisna daytoy ngem nakarkaro ti aramidna. Maiggamanna amin a di maan-ano. Amin a luppon kada siketkon. Madamagna pay idin no tagaanoak kada tila adda. Ti

*inubrak latta idin ket tinepteppeyak latta ti suronko ta
adu pay ti customer idi. Binaybay-ak lattan kayatko
la a haan nga ag-cause iti gulo kasi nagbain, adu ti
customer idi.”*

(“Yes, the same barbershop, and again, it was a gay person. He gave me a good haircut, but he went too far with what he was doing. He was touching parts of my body that he shouldn't be touching. My chest and waist. He was asking all sorts of questions. What I did at that time was control my anger because there were other customers. I just let it be because I didn't want to cause trouble; it's embarrassing, and there were many customers.”)

We asked if the details the barber is asking is personal and he replied:

*“Wen, personal details. Agibagbagaak latta idin, kasi
nag-rude met no diak sungbatak. Ngem iti kaunggak
ket masursuronnak idin, isu nagibagbagaak latta ti
anon idin... Nagibagaak lattan iti sabali nga ano, tay
haan nga us-usto. Sabsabali ti imbagbagak. Daydiay
kunak lattan iti bagik idin a diakto agsubsublin ditoy
a barbers' shop tapno awan ti gulo.”*

(“Yes, personal details. I answered him. It would be rude not to answer. But in my mind, I was getting annoyed. So, I just said all sorts of things... I mentioned things, made up stuff that wasn't true. I said different things. It was at that moment that I told myself I wouldn't go back to that barbershop to avoid any trouble.”)

We then asked if the barber really touched his private part but he said:

“Bale, ngumani laeng a naiggamanna ti private part-ko no kua, sir. Haanna laeng naisakto. Ken diak intulok idin. Uhhh... inwalingko ti bagik idin ket mariknana met a diak kayat masagid idin isu intalnanan.

(“He almost did. It didn't quite happen. I didn't allow it. Uhhmm, I moved away. When he felt that I didn't want him to touch me, he stopped.”)

We asked him what the second barber touched that he mentioned, and he replied:

“Toy siketko, sir. Didiay, sir.”

(“He was touching my waist.”)

After that, we asked what was his immediate reaction to the harassment, and he answered:

“Bale ti reaksionko idi ket diak inexpect, nabigla, ken masuron. Kasi first of all, apay nga ubraenda idi ti kasdiay knowing nga agpapakis la ti ubram koma. Then second, apay kailangan a karkarawaenda ti customer. Nagmadi a galad! So mostly ket masuron da tao idi ta diak kayat ti kasdiay, diak pulos kayat.”

(“So, my reaction at that time was unexpected, surprised, and angry. Because first of all, why would they do such a thing when they should just focus on cutting hair? Secondly, why do they need to touch their customers? Such bad manners! That's why I often get annoyed because I really don't like that, I really don't want it.”)

And then we asked him how did he coped with such harassment he replied:

“Kasla tay kunak tattay, ti inubrak idi ket binaybay-ak lattan. Tineptepelak ti suronko. Ayatko laeng a makaiwas iti gulo gapu ta awan met maubraan ti suron no di ket gulo laeng isu a ti imbagak latta iti bagbagik idin ket diakto agsublin ditoy a pagpapukisanen.”

(“As I mentioned earlier, I didn't do anything. I just let it be. I suppressed my anger. I just wanted to avoid trouble because my anger wouldn't accomplish anything but chaos, so I told myself I wouldn't return to that barber shop.”)

We asked him then if he didn't think of confronting them, he answered:

“Amman idi. Ngem gaput' bainko met siguro ken totoyak pay laeng idi, binaybay-ak lattan ta nagadu pay ti tao idi.”

(“Yes, back then. But maybe because of my shyness and being young at that time, I just let it go because there were a lot of people around.”)

When we asked him if he had more to say:

“Daydiay lang. Kadaydiay a pasamak ket nabayag met ketdin ngem daydiay ti naexperienceko a pinangharass ken kagurak latta ti kakasdiay a tattao. I hope nakatulong daytoy.”

(“That's all. It's been a long time since that happened, but I still harbor anger towards those kinds of people. I hope sharing my experience with you has been helpful.”)

CASE NO. 7

Participant No. 7, a lesbian victim at the age of 21 at the time of gender-based harassment tells us that the kind of harassment experienced by her by the harasser is:

“Okay, honestly, namin-aduakon a na-harass through words. Siempre ammotay’ met tatta ti tattaon ket nai-issue ‘di ba, so, haanko a mabilangen no namin-anoakon a naharass pero but example na-experience-ko ti nabagaan ti like kasanom met pagayahin dagiti babbai like that. Apay met sika ti kayatda ket dim’ met isuda a masakogan. Adda pay one time a below the belt a nakantiawanak. Ti kunada ket ‘kasanom met isuda kankanen’ like that. Kasdiay. Adda pay maysa kunana, ‘apay aniat’ maal-alam iti agtombotomboy, makaasawaka ngarud iti lalaki no kastaka.”

(“Okay, honestly, I have experienced harassment through words many times. Of course, we're aware of how people can be nowadays, always issuing judgments, so I can't count them all. But one example I've encountered is being asked how I make women happy, as if it's something like that. Why do they like you when you can't even get them pregnant? There was also an extremely below-the-belt comment, asking how I ‘consume’ them. Like that. Another one was, ‘What do you gain from being a tomboy? Will you even be able to marry a man if you keep being a tomboy?’”)

And when we asked her what was her immediate reaction after the harassment, she experienced she responded:

“Ti reaksionko lang ket, uhm, diak unay panpansinen. Ngem deep inside, nasakit ti ririknaak. No dadduma, sumungbatak met, but in a nice way. Ammok met ti makiangaw ngem no kasdiay a bambanagen ket kasla nak laeng mapabpabainan no kuan. Haanda met ammo no aniat’ kinaagpaysuananna. Ken maysa pay, haan mo talaga maiwasan ti tao nga agtawagtawag iti kakasdiay. Siak pay ketdi tattan ket kua lang para kaniak ket normal langenen. I take it as angaw laengenen kasdiay.”

(“My reaction is, um, I just try not to pay too much attention to it. But deep inside, it hurts. Sometimes, I respond, but in a polite manner. I know how to joke around, but in those situations, it feels like I'm being embarrassed. They don't really know the truth. Also, you can't avoid people calling you that. For me now, it's like it has become normal for me. I just assume it's a joke and all.”)

Then we asked how she coped with such a situation after she was victimized:

“For me hang out with friends a saan a toxic, dagitay pudno a makaam-ammo kaniak—isu laeng. Haanko unay a dibdiben ken panpanonuten dagiti ibagbagada. Kasla happy go lucky-ak laeng like that. Ngamin no isu laeng ti panpanonutem, dagiti isasaoda kenka, haanka a makapag-focus iti ubram.”

(“For me, I hang out with friends who aren't toxic, those who truly know me—that's it. I don't take too much to heart or dwell on what they say. It's like I am just happy-

go-lucky and all that. Because if you constantly think about what they say, you won't be able to focus on what you're doing.”)

SOP 1: Kind of harassment experienced by the victim

A dark and pervasive reality in the lives of many casts a long and distressing shadow on the experiences of its victims. This research undertakes a profound exploitation of the torment suffered by individuals who have endured various forms of harassment, the researcher delves into the intricate dimensions of their suffering, aiming to unveil the psychological and emotional by sharing their stories and striving to shed light on the often hidden and deeply distressing experiences of those who have been victimized of gender-based harassment. Based on the gathered data, the following themes were formulated, exploring the types of harassment they have experienced.

Unwelcomed sexual harassment

Remoto & Villalobos (2021), stated in their study that sexual harassment, unwanted attention, and negative experiences that these vulnerable groups have been subjected to have piqued the interest of legislators, women's groups, and interested parties, particularly in terms of the eventual impact the aforementioned discriminatory behaviors have ruined their personal and family relationships, respective careers, educational ambitions, and/or their lives as a whole.

In this study, unwelcomed sexual harassment was defined based on the responses of the participants, such as unwanted sexual harassment, and unwanted physical advances/groping.

According to the study of NG & Oathman (2017), unwanted sexual harassment in the workplace has been recognized as a significant offense in the Western world since the 1980s, but it has only lately been recognized in Asia. According to research conducted in

the Malaysian workplace, 38% of female respondents had encountered one or more forms of harassment, with younger women in lower occupational categories accounting for a sizable number of the victims. It was also interesting to learn that 32% of male respondents reported sexual harassment. Sexual harassment is a contentious issue in six pioneering companies, with men detecting and rating less harassment than women. Women resist, filing formal reports, and it reflects unequal power relations and religious theology supporting its use to control female behavior.

Another study from Ramakrishnan (2011), that unwanted sexual advances on men are treated differently under the law than unwanted sexual advances on women, also compared the legal conceptualization and redress of two of the most common types of unwanted sexual advances faced by women on street harassment and sexual harassment in the workplace with legal treatment for men as seen through the homosexual advance defense. He also argued that the law recognizes certain advances on men as inappropriate enough to deserve legal recognition in the form of mitigation with unwanted advances on women not even considered severe enough to raise the level of a legally cognizable claim. Furthermore, Unwanted sexual advances on men do not receive the same level of scrutiny as unwanted sexual advances on women men are often conclusively presumed to be unwanted and worthy of legal recognition, whereas advances on women are more rigorously subjected to a host of procedural and doctrinal barriers. Further, while one non-violent same-sex advance may be sufficient to demonstrate provocation, there is currently no legal remedy that adequately addresses it, thus a woman may not receive any legal recognition for experiencing such harassment.

This implies that unwelcomed sexual harassment is mostly experienced by the participants who are underage/minors at that period when the harassment happened for

the reason that they are not able to defend themselves and they are not yet aware that they are already being harassed.

Excessive and unwarranted verbal Harassment.

Excessive and unwarranted verbal harassment includes sexual comments about attire, personality, or physical appearance; sexual jokes; requesting sexual favors, constantly asking someone out, sexual insinuation, starting rumors about personal aspects or sexuality, threatening a person with sexual advances (Dhawan, 2014).

In this study, excessive and unwarranted verbal harassment is unwanted verbal advances, sexual comments/ suggestions, catcalling, relentless asking for personal details, and uninvited comments/ suggestions, based on the codes arrived by the researchers from the responses of the participants.

Similar to the study of Fnais, et.al., (2014), the authors included 57 cross-sectional and 2 cohort studies. A meta-analysis of 51 studies found that 59.4% of medical students had encountered some sort of harassment or discrimination during their training (95% CI: 52.0%-66.7%). The most often reported kind of harassment was verbal harassment (prevalence: 63.0%; 95% CI: 54.8%-71.2%). Consultants were the most often mentioned cause of harassment and discrimination, followed by patients or their families (34.4% and 21.9%, respectively).

Unwarranted verbal harassment is one of the kinds of harassment experienced by victims that affect their way of living in psychological and emotional aspects. This kind of harassment mainly transpired in public places, like inside a bus. Participant 7 experienced this kind of gender-based harassment in which the harasser did not respect her dignity, as she is. It showed that most of the participants falling under this theme felt

intimidated, which can impair their ability to function in everyday life and take a serious toll on their mental well-being.

SOP 2: The immediate reaction of the victim right after the harassment

Some may have immediate responses while others may experience delayed reactions. While there is no pattern reaction, it is possible to describe some general reactions and feelings that victims might have after an assault.

This section conveys the reaction or variety of responses of the participants right after the commission of the act. Based on the gathered data from the participants the following themes were formulated concerning the emotional defense of the participants.

Evasion and bearing with.

As Terry D. Cooper summarizes the category in his book, “Sin, Pride, and Self-Acceptance,” “*To guarantee peace, it is necessary to leave the battleground of interpersonal relationships, where there is constant threat of being captured.*” Other people evade or flee from their harassers and other people do not relive their experiences and gain momentary peace. Also, according to the statement in an article by Ashley Addiction Center (2023), bearing with it (freezing) is a reaction to danger in which a person feels trapped in a particular area of their body, numb or cold, physically stiff or heavy in their limbs, their heart rate is lowered, they breathe more deeply or hold their breath, and they feel apprehensive or dreadful.

In this study evasion and bearing with the harassment are defined based on the responses of the participants, as they escaped, kept it secret, cried and prayed privately, froze in fear or nervousness, sought the identification of the harasser, reported to an adult, and confronted the harasser, frightened, avoidance, helplessness in the situation and didn't give too much attention.

Some people move apart from the others. These aloof personalities make an effort to withdraw and take a distanced view of the world. In his book "Sin, Pride, and Self-Acceptance," Terry D. Cooper provides a summary of this category by saying, "To guarantee peace, it is necessary to leave the battleground of interpersonal relationships, where there is constant threat of being captured." These emotionally distant people may put on a charming facade to keep others at bay. They reduce conflict and risk, suppress desire, and shun ambition.

According to Loyola University Maryland (2018), The victims respond on three levels to any type of terrifying situation: behavioral, mental, and physical. These reactions to fear and anxiety might manifest physically, mentally, and behaviorally independently. This study shows that the participants convey their immediate reaction right after the situation happens. But most of the time, they happen concurrently and affect or interact with one another. For instance, thinking about the traumatic event or experiencing flashbacks or dreams (mental reactions) typically results in a physical reaction like fast breathing, tense muscles, and elevated heart rate. These reactions can then result in acts that assist the victims in avoiding the stimuli that caused the bodily and mental reactions. Here are different types of victims' reactions to those they received that are not agreeable to their will.

This research strives to disclose their standpoint and course of action regarding the emotions they received as they were harassed. They recognized they were victims of inconsiderate and out-of-control people, so they wept, ignored, locked themselves in, ran and shouted out of fear, and fought. The researchers explore the events that happened to them right after the harassment to help the victims reveal what they have been holding for a long time as the root of their emotional suffering.

Self-defense/fightback

This coping facet describes the situation in which the participants confront the harassers face-to-face, particularly in cases of sexual harassment at work. Typically, they do so with animosity, criticism, or defiance. Victims confronted the harasser and told them to stop, or they were not interested. The analysis showed that engagement was found one of the crucial dimensions to coping with, recovering from, and adapting to the effects of sexual harassment (Debelew, et. al., 2021).

In this study, *Self-defense/fightback* is defined based on the responses of the participants, seeking identification, reporting, face-to-face verbal confrontation, and rebuking in a friendly manner.

According to Crowley (2022), confrontation, whether verbal or violent, is one tactic victims can employ in these circumstances. However, there hasn't been much research done on how offenders react to confrontation, which is important because it affects how useful this tool is for victims. The study examined 31 accounts of harassment from the fashion business, recording offenders' reactions to victims confronting overtly abusive, undesired behavior, using grounded theory techniques.

In addition to this, confronting harassers can be beneficial in terms of reducing discriminatory behavior because if they are confronted, perpetrators may modify their abusive attitudes and language in other situations going forward (Czopp et al., 2006; Mallett & Wagner, 2011).

This approach can be effective for resolving conflicts, asserting boundaries, and advocating for oneself. Based on the gathered data shows that the immediate reaction of the participants right after the incident such as confrontation and taking action like reporting to the teacher about the gender-based harassment, confronting the gender-based

harasser that the participant will reveal the conversation online if the harasser did not stop on the gender-based harassment, the participant pushing the perpetrator and then fleeing the scene of gender-based harassment and a participant talking back the gender-based harasser but in a nice way, are alarming things for it can cause distress to someone's life that they need to take action to reduce the aggressive behavior and attitude of the perpetrators. But taking action is not enough because some people do not take this as a serious matter it seems to be normal and it causes a negative effect on someone's mental and physical behavior. The #METOO has brought awareness to the magnitude of the threat that sexual violence poses to our communities, our friends and family, and ourselves. It exposes the grave risk that has occupied and still occupies people's lives.

SOP 3: The Coping Mechanisms to Harassment.

Coping mechanisms are the strategies that people employ to deal with stressful events. Stress management can help you feel better physically and psychologically, as well as affect your ability to perform at your best (Morin, 2023). Based on the gathered data, the following themes were formulated, defining the participants coping mechanism to gender-based harassment.

Attention diversion to self-enablement (Emotional-Focused)

According to Turnbow (2020), diversion is a type of coping skill that is very hands-on and it is physical movement, and even pain distracts them from their previous thoughts and feelings. Self-enablement according to Sumar (2021), seeks to empower a person or team to perform tasks independently and be self-reliant.

In the researchers' study, attention diversion to self-enablement is defined as thoughts of her family, focusing on work rather than the harassment experienced, moved-

on from such experience, crying till moving on, showing a strong façade, and not taking others' words personally.

The participants in this study use the diversion of attention to self-enablement as one of the defense mechanisms, the diversion of one's focus or emotions into pursuits considered by societal or cultural norms to be more useful is called sublimation (Bailey and Pico, 2023).

The research findings highlight a distinct coping mechanism termed attention diversion to self-enablement, characterized by participants consciously directing their thoughts and actions toward personal empowerment, independently of external support. This emotional-focused strategy involves a spectrum of approaches, including familial focus, immersion in work, learning from past experiences, and projecting a resilient facade. Importantly, participants who were of legal age at the time of the gender-based harassment tended to gravitate toward these coping mechanisms. Participant accounts, such as focusing on family (Participant 3), learning from experiences (Participant 4), and projecting a carefree attitude (Participant 7), collectively illustrate the diverse ways in which individuals navigate distressing experiences through attention diversion to self-enablement. These insights highlighted the direct relationship between age, coping strategies, and the empowerment of self in the face of adversity, emphasizing the role of personal resilience in mitigating the impact of gender-based harassment without extensive reliance on external assistance.

Self-isolation from socialization (Avoidance-Focused)

According to Brennan (2021), sometimes it seems easier for one to ignore their feelings when they are struggling, especially when it feels like they have no one to talk to. Another article by Foy (2019) defined isolation as the tendency to separate oneself

from others. In place of attending parties, participating in team activities, hanging out with friends, or spending time with family, people will prefer to spend their time alone.

In the researchers' study, Isolation from socialization is defined as locking oneself in a room and unwinding alone in the mountains, avoiding being with the harasser, avoided the harasser.

Some participants choose to stay in their houses and avoid socialization as a form of defense mechanism. Individuals who isolate themselves as a result of abuse are more often to suffer from anxiety and depression, isolation is a result of anxiety and depression in that some individuals use it as a self-induced coping mechanism to deal with excessive worry and avoid human interaction (Cohen, et al.,2021).

In a study conducted by Worke et. al., (2020) a result which is named detachment describes that participants stay far enough away from perpetrators to be safe; to avoid becoming too friendly with customers/co-workers/supervisors/owners or brokers; disengage from their organization when they become physically and psychologically, such as absenteeism, lateness/tardiness, and turnover; and move to different geographic locations for work or change the work at all.

The researchers identified that the participant's responses are indeed self-isolation as a coping mechanism to distance oneself from socialization. This discusses how individuals may isolate themselves as a defense mechanism, particularly in response to harassment and traumatic experiences. The participants' responses, with their mentions of isolating themselves in their bedroom, being traumatized by going out alone, and keeping a distance from perpetrators, further emphasize this theme of self-isolation. The act of isolating oneself as a way to cope with anxiety, depression, and traumatic experiences is a common thread throughout these discussions. This self-imposed isolation serves as a

means to protect oneself from potential triggers or harm, and it's important to recognize the implications of this behavior on mental health and well-being. In summary, the theme of self-isolation as a response to trauma and avoidance of socialization is prevalent in the participants' responses, highlighting its significance in the context of coping strategies and mental health.

Furthermore, younger participants who were minors during their harassment tended to employ this self-isolation coping mechanism.

Sought help from others (Social Coping)

According to Algorani & Gupta (2023), when a person seeks emotional or instrumental support from the community they are engaging in a social coping or support-seeking coping style.

In the researchers' study, seeking help from others is defined as needing to accompany, asking for help, opening up to others, receiving advice from friends, and hanging out with the right friends.

Sought help and advice from others in this mechanism the participants made their harassment known to others and actively sought help and advice from others. In a study conducted by Worke et al. (2020). One of their results is help-seeking which focuses on identifying victims' adaptation and coping mechanisms, which require external assistance. It includes informal social support seeking, informal organizational support seeking, and formal organizational support seeking. Help-seeking behavior is a problem-focused, planned behavior involving interpersonal interaction with selected people.

The theme talks about how participants dealing with gender-based harassment often cope by getting help from others – like friends or companions. When the participants are having a hard time, they lean on their friends for support. Participant 1 in

this study said she always wants a friend with her when she goes out. And participant 5 asked a well-connected friend for help. The participants shared their feelings with friends instead of family. Participant 7 also that mentioned she hangs out with friends who aren't toxic, meaning they choose to be around supportive people. The researchers found out that being young or old, a guy, a girl, or a member of the LGBT— asking friends for help was a common way to deal with things. The participants' experience shows that having friends to lean on is important for people facing gender-based harassment. It helps them feel better and get advice on how to handle tough situations.



GENDER-BASED HARASSMENT PREVENTION HANDBOOK

© GSJ

Gender-Based Harassment Prevention Handbook

Rationale

For many years now, Filipinos suffered from gender-based harassment because of a lack of information and support to fight against this issue in the community. According to Valderrama (2020), the culture of silence refers to the spectrum that affects, media, journalists, and citizens who choose to overlook certain information. A “culture of silence” pervades the field of gender-based harassment inhibits or prevents victims from coming forward and reporting their experience of gender-based harassment and this must stop.

Back in the year 2019, Republic Act No. 11313, or the Safe Spaces Act was passed to combat sexual harassment as a form of gender-based harassment. According to the Commission on Higher Education, this latest enactment steps up the campaign to eliminate gender-based violence in the country.

Schools, such as the Data Center College of the Philippines, as a facility of learning, can nurture the consciousness of the students, the future, and the hope of our nation. An instrument that can start a change in the present situation regarding gender-based harassment in society. As stated in the CHED Memorandum Order No. 03, Series of 2022, the Safe Spaces Act mandates the HEIs to fulfill their duty of shaping the future of the country to become free of gender-based violence in the form of sexual harassment.

Objectives

- To provide definite information on how gender-based harassment is committed and guidelines on its prescribed penalties in the school setting;

- To raise awareness in the school concerning gender-based harassment specifically among its stakeholders. The students, teaching staff, and the non-teaching staff; and
- To promote safe spaces for all genders within the school's jurisdiction.

Strategy

As a response to this mandate, the researchers of this study made this handbook to assist in dealing with gender-based harassment and putting an end to the cycle of violence against the dignity of persons that is adapted from the CMO-No-03-Series of 2022.

Specifically, to the Data Center College of the Philippines – Laoag City, the researchers aim to present this manual to the school President, the school's guidance office, and its administration for review and approval for its adaptation or implementation in the educational institution.

CHAPTER V

Summary Conclusion and Recommendations

This chapter presents the summary of the gathered data from the participants' narration, the conclusions drawn from it, and the recommendations offered as a result of this study regarding the experiences of gender-based harassment victims.

Summary of the findings

This study probed into the personal experiences of individuals who have suffered from gender-based harassment and, likewise, determined their participants' ways of coping with the gender-based harassment they have experienced around Ilocos Norte.

The data gathered were analyzed and interpreted using case analysis.

The highlights of the data gathered in this study were the following:

The kind of harassment experienced. The kind of gender-based harassment, the participants experienced were unwanted sexual advances and excessively unwarranted verbal harassment.

The immediate reaction right after such harassment happened. The participants of this study responded by evasion to confront such harassment and bearing with it (which was categorized as flight response), and confront and take action to address and fight against such harassment (which was categorized as fight response).

The way they coped with the situation. The participants of this study employed diversion to self-enablement (emotional-focused coping mechanism), isolation from socialization (avoidance-focused coping mechanism), and sought help from others (support-seeking coping mechanism).

Conclusions

This study proved that all regardless of their gender can be a victim of gender-based harassment, whether a man, woman, lesbian, gay, or the like. All can be victimized by such gender-based harassment. Also, the different participants' immediate reactions, showed their reactions depended on their capability to defend themselves from their harasser upon the harassment experienced. And lastly, the participants' way of coping relied on their personality as an individual and their support system.

Recommendations

The researchers recommend the following based on the data gathered and the conclusions of the study:

First is for the **victims**- if they are being victimized by gender-based harassment don't be afraid to report it to relevant authorities who can take action and respond to reduce such harassment, furthermore, they also need to open it and share it with their friends, family, and other people close to them. The second is for the **Parents**- they should improve their parenting skills especially when they have a son/ daughter who is underage because they are also prone to gender-based harassment. Third is for the **Data Center College of the Philippines of Laoag City**- to adopt the Gender-based harassment manual in the institution to make the school free from any kind of harassment. Fourth is for the **Implementing Body**- the PNP, LGU, AND other implementing bodies should adopt the output (Manual) of this study to strengthen in promoting and implementing the R.A. 11313 to increase awareness of individuals in the community and free from gender-based harassment. And lastly, **Future Researchers**- The aforementioned law is still new and only a few are still aware of it. More research must be done to pinpoint what are the factors that cause or contribute to the occurrence of GBH and to closely collaborate with relevant stakeholders to spread RA 11313 to other people, since this law is still in the early stage of being fully implemented and only a few are aware of it, in conducting studies like this.

Section 2. Coverage

These guidelines shall cover the Data Center College of the Philippines – Laoag City, in:

- a. Ensuring that the necessary policies and mechanisms are in place to prevent and punish gender-based harassment and other related sexual offenses in its jurisdiction including but not limited to, school-related activities such as in-and-off-campus student activities (local or foreign), the job training (local or foreign), and faculty capacity-building activities (local or foreign);

- b. Creating a Committee on Decorum and Investigation (CODI), as well as the procedures to be followed in the investigation and punishment of gender-based harassment and other related sexual offenses in the CCJE; and
- c. Safeguarding the rights of all stakeholders against Gender-Based Harassment (GBH) that may be committed by any persons within the jurisdiction of the said educational institution.

Section 3. Definition of terms

For these Guidelines, the following terms are defined as follows:

- a. **Gender-Based Harassment (GBH)** refers to an act, or a series of acts, involving any unwelcome sexual advances, requests or demands for sexual favors, or other verbal or physical behaviors of a sexual nature committed by any individual.
- b. **Students/Trainees** refer to those enrolled full-time or part-time in regular courses, or short-term or special training offered by the educational institutions. For purposes of these Guidelines, applicants shall be deemed as students/trainees as well.

Section 4. How gender-based harassment is committed

Gender-based harassment in Data Center College of the Philippines – Laoag City and other partner host establishments and/or organizations may be committed as follows:

- a. In the Data Center College of the Philippines, Laoag City and other partner host establishments and/or organizations, as a place of work and as a place of learning, when any unwelcome act or series of acts of a sexual nature is employed in the following:

1. As a basis for any employment decision (including, but not limited to, hiring, promotion, raise in salary, job security, benefits, and any other personnel action) affecting the complainant;
 2. As a requirement for a grade rating, the granting of honors or a scholarship, the payment of a stipend or allowance, or the giving of any benefit, privilege, or consideration to the complainant;
 3. As interference with the complainant's performance, which creates an intimidating, hostile, or offensive work or academic environment; or
 4. As an instrument that might reasonably be expected to cause discrimination, insecurity, discomfort, offense, or humiliation to the complainant.
- b. In Data Center College of the Philippines – Laoag City, as a public space, when any unwelcome act or series of acts of a sexual nature constitutive of street-level and public-spaces sexual harassment is committed.

The different forms of Street-level and Public Space GBH include but are not limited to:

1. Catcalling and/or wolf-whistling;
2. Unwanted invitations;
3. Misogynistic, transphobic, homophobic and sexist slurs;
4. Persistent uninvited comments or gestures on a person's appearance;
5. Statements, comments, and suggestions with sexual innuendoes;
6. Persistent telling of sexual jokes, use of sexual names;
7. Public masturbation or flashing of private parts;

8. Groping, or any advances, whether verbal or physical, that are unwanted and threaten one's sense of personal space and physical safety, and committed in public spaces; or
9. Stalking.

c. In cyberspace, online gender-based harassment includes:

1. Acts of a sexual nature that use information and communications technology in terrorizing and intimidating victims through physical, psychological, and/or emotional threats;
2. Unwanted sexual misogynistic, transphobic, homophobic, and sexist remarks and/or comments online, whether publicly or through direct and private messages;
3. Invasion of victim's privacy through cyberstalking and/or incessant messaging;
4. Uploading and/or sharing without the consent of the victim any form of media that contains photos, audio, or video with sexual content;
5. Any unauthorized recording and/or sharing of any of the victim's photos, videos, or any information online;
6. Impersonating identities of victims online or posting lies about victims to harm their reputation; or
7. Filing false abuse reports to online platforms to silence victims.

Section 5. Places where GBH is committed

Gender-based harassment may be committed in the following:

- a. Within the territory of the Data Center College of the Philippines – Laoag City (DCCP – Laoag City) where they have direct administration or jurisdiction;
- b. Within or outside the host training institutions, local or foreign, during or beyond the conduct of school-related activities so long as the complainant or the respondent in the GBH is under their supervision, instruction, or custody;
- c. In public spaces and/or online platforms which are used by stakeholders of the DCCP – Laoag City and for their school-related activities; and/or
- d. Within any of the above areas where the GBH is committed by a faculty, employee, or student of the DCCP – Laoag City even if the activity is not school-related and/or sanctioned by the institution.

Section 6. Persons liable for gender-based harassment

Gender-based harassment may be committed by the following:

- a. Persons of the same or opposite sex who have authority, influence, or moral ascendancy over the offender party in any aspect of academic or administrative work, such as an officer, faculty member, employee, coach, or trainer (e.g., faculty to students, administrators to faculty/employees, administrator to students, and coach/trainer to students);
- b. Persons in a peer relationship with the offended party (e.g., faculty to faculty, students to students, administrator to administrator, coach/trainer to coach/trainer);
- c. Students/student interns, faculty, administrators, or employees of the DCCP – Laoag City committing acts that constitute sexual harassment against faculty

members, administrators, employees, third-party service providers, or visitors of the educational institution;

- d. Third-party service providers engaged by the DCCP – Laoag City such as sanitation, security, and maintenance personnel;
- e. Personnel of other partner institutions that the DCCP – Laoag City has contracted to undertake school-related activities; or
- f. Visitors or third parties who are within the premises, or around the vicinity of the institution.

RULE II

Roles and Responsibilities of Data Center

College of The Philippines – Laoag City

Section 7. Development of a code of conduct

DCCP – Laoag City, shall develop a Code of Conduct in consultation with the stakeholders (students, faculty, partner industries, etc.) that shall define GBH, its coverage, forms, classifications, appropriate penalties, when and where it may be committed, and persons liable to commit such acts.

For the guidance of all stakeholders, especially students, this Code of Conduct shall unequivocally define GBH, describing what constitutes GBH. The Code of Conduct shall state the procedures for the filing and handling of complaints, resolution thereof, and the penalties that correspond to specific offenses enumerated in the matrix above.

Furthermore, the Code of Conduct should be included in the Student Handbook and Code of Discipline in the DCCP – Laoag City, and Information, Education, and

Communication (IEC) Materials should be posted within the premises of the DCCP – Laoag City, its website and official social media accounts.

Section 8. Support to a victim of GBH

The DCCP – Laoag City shall adopt mechanisms to protect the welfare of a complainant of sexual harassment or other related sexual offense, as may be appropriate, which may include the following:

- a. Psychological counseling;
- b. Referral to an agency offering professional help;
- c. Support from the institution's Gender and Development (GAD) Focal Point System;
- d. Coordination with women's organizations and advocacy groups;
- e. Transfer to another class, office, or partner institution, if needed; and
- f. Available legal support such as assistance in the filing of criminal cases in appropriate courts of justice.

Section 9. Duty to report and document

Any or all persons who know acts of education or training-related sexual harassment or other related sexual offenses committed within the purview of these Guidelines shall report the same to the Head of Institution and the CHED Regional Offices with jurisdiction over the HEI according to Section 11 of CMO No. 1, S. 2015 and other relevant CHED issuance as may hereinafter be promulgated.

Section 10. Duties and responsibilities of the Head of the institution

The CMO No. 1, s. 2015, as well as the Higher Education GAD Accord of 2011 mandate the Heads of HEIs to prevent gender-based harassment and address reports of these resolutely.

First and foremost, the Head of the Institution shall ensure that the Guidance and Counseling Officer has appropriate facilities and registered guidance counselors to provide adequate intervention services in cases of sexual harassment cases and related behavioral problems.

In addition, the Head of Institution shall:

- a. Disseminate or post a copy of the relevant laws and policies on sexual harassment, e.g., the Anti-Sexual Harassment Act (RA7877) and Safe Spaces Act (RA 11313), its code of conduct, as well as these Guidelines, in a conspicuous place in the institution. This shall be done through, among others:
 1. Sending copies of the said mandates through official notices or means of communications among heads of different departments, bureaus, offices, units, or such subdivisions in the institution for cascading to their members;
 2. Posting a copy of the said mandates on the official website of the institution; and
 3. Conducting orientation on the said mandates, and providing copies of these in print or electronically, as well as preparing information materials such as primers, frequently asked questions, and the like.

Copies of the mandates should always be posted in areas within the institution that are easily visible to students, especially in areas where they usually congregate.

The said mandates and the Implementing Rules and Regulations may be translated into a language easily understandable to the students/trainees.

- b. Provide measures that prevent GBH in the institution, including information campaigns, express inclusion in the student handbook, orientation of student

organizations, and training of teaching and non-teaching staff, students, security officers, and other members of the school community.

Heads of Institutions shall ensure that all students will receive age-appropriate training on gender sensitivity and gender-based harassment including sexual harassment and other GAD-related topics.

c. Create an independent internal mechanism or CODI to investigate and address complaints of GBH and carry out such functions as stated in Section 24(b) of the Anti-Sexual Harassment Act and Section 22(c) of the Safe Spaces Act.

d. Cause the development and publication, in consultation with all stakeholders, of the Code of Conduct or school policy that shall:

1. Expressly reiterate the prohibition on GBH;
2. Prescribe the procedures of the internal mechanism created under the law; and
3. Set administrative penalties.

e. Ensure that a program to capacitate the officials and staff of the student services unit and the human resource department on the efficient and professional handling of gender-based harassment cases or other related sexual offenses is institutionalized.

f. Endeavor to raise the consciousness of its stakeholders on gender-based and sexual harassment towards their full elimination through the integration of such efforts into the trilogical functions of higher education.

The institution shall be conscious at all times that in their institutional undertakings, they are compliant with the provisions of all the laws governing Violence Against Women and Children, and endeavor to carry out advocacy campaigns to include the provision of support services to both alleged victims and alleged offenders.

Section 11. Liability of School Heads

In addition to liability for committing acts of GBH, the Head of the Institution and any other person who has authority, influence, or moral ascendancy in a Higher Education Institution over another may also be held responsible for:

- a. Non-implementation of their duties under Section 24(b) of the Anti-Sexual Harassment Act of 1995 and Section 22 of the Safe Spaces Act, as provided in the penal provisions; or
- b. Failure to act on reported acts of GBH committed in the educational institution.

Any person who, intentionally or through inaction, violates any of the above subsections may be found administratively liable for Gross Misconduct or Gross Negligence, notwithstanding any criminal liability under RA 11313.

Section 12. Routine inspection

CHED shall conduct regular spontaneous inspections to ensure compliance of school heads with their obligations under the law. CHED shall include consultations with the student councils or the student body in the conduct of their inspection.

RULE III

Committee on Decorum and Investigation (CODI)

Section 13. Composition

A Committee on Decorum and Investigation (CODI) shall be created by the Head of the Institution. This shall serve as an independent internal grievance mechanism and shall act as the main body in the investigation and resolution of cases involving GBH in the Institution.

- a. **Sectoral Representation.** The CODI of the institution shall be composed of at least one representative each from the following:

1. School Administration/Management;
 2. Instructors/Professors or Trainers / Coaches, as the case may be, and duly selected by the level concerned;
 3. Students or Trainees, as the case may be and duly selected by the level concerned;
 4. Employee from the Supervisory Rank;
 5. Rank-and-File Employee; and
 6. GAD Focal Point System of the institution.
- b. Equitable Representation. Every CODI shall be headed by a woman, and membership shall be divided equally between men and women, provided not less than half are women. The School Head or the Head of the Institution may include representatives from equal representation from persons of diverse sexual orientation, gender identity, and/or expression, as far as practicable. The Head of the Institution may also invite representatives from other groups as applicable.
- c. Permanent Alternates. Aside from the regular members of the CODI, the Head of the Institution shall also designate their respective permanent alternates who shall act on behalf of the regular members in their absence, temporary incapacity, or voluntary or involuntary inhibition. The permanent alternates shall have the authority to render decisions so as not to delay the proceedings being undertaken and to ensure continuity of deliberation.
- d. Impartiality. Members of the CODI should have no prior record of involvement as a respondent or defendant in any case of whatever nature of sexual harassment including those which are still pending.

1. When the complainant or the person complained of is a member of the Committee, he/she shall be disqualified from being a member thereof or the complaint may be filed directly with the Head of Institution.
 2. The complainant or the person complained of may request a member of the CODI to inhibit, or the CODI member may, on his/her initiative, cause the inhibition based on conflict of interest, manifest impartiality, relation with the respondent within the fourth degree of consanguinity or affinity, and other reasonable grounds. Upon such a grant of inhibition, the member shall immediately be replaced so as not to cause delay in the proceedings.
- e. Terms of Office. The Institution may formulate its own rules on the term of office of CODI members, which should not be more than two (2) years, and on other matters of the functions of the committee as contemplated in RA 7877 and RA 11313 not otherwise provided in the succeeding provisions.
- The Institution may include in its rules provision on the extension and hold-over of the CODI members until such time the Institution has designated the new members of the CODI.

Section 14. Responsibilities and functions of the CODI

The CODI shall have and perform the following functions:

- a. Receive complaints for offenses covered by these Guidelines;
- b. Investigate complaints for offenses covered by these Guidelines including preliminary investigation following the prescribed procedure;
- c. Observe, at all times, due process in the conduct of investigation;

- d. Within ten (10) days from the receipt of the written complaint, investigate and decide on the case and, submit a report of its findings with the corresponding recommendation to the disciplining authority for decision;
- e. Ensure the protection of a complainant from retaliation without causing her/him any disadvantage, diminution of benefits, or displacement, and without compromising his/her security of tenure;
- f. Guarantee gender-sensitive handling of cases, and confidentiality of the identity of the parties and the proceedings to the greatest extent possible;
- g. Undergo continuing training on gender sensitivity, gender-based harassment, sexual orientation, gender identity and expression, and other GAD topics as needed;
- h. Lead in the conduct of discussions about sexual harassment and other related sexual offenses within the institution to increase the community's understanding of, and prevent incidents of, sexual harassment and other related forms of sexual offenses; and
- i. Conduct other activities that would engender a safe environment for all genders, especially women, in school campuses and training-related programs in the institution.

In case of non-performance or inadequate performance of functions, the members of the CODI shall be replaced by the Head of HEIs upon receipt of documentation that will substantiate such allegations.

RULE IV

Standard Procedural Requirements and

Compliance with Due Process

The institution shall formulate its own rules and standard procedural requirements on the CODI. The institution shall adopt the following minimum requirements:

Section 15. Pre-filing stage

The institution shall adopt mechanisms to assist an alleged victim of acts punishable by these guidelines which may include counseling, referral to an agency offering professional help, and advice on options available before the filing of the complaint.

Section 16. Complaint

- a. The complaint may be filed at any time with the Head of the Institution, the Office of the Immediate Supervisor of the Complainant or the alleged perpetrator, the Guidance Office, Discipline Office, the CODI, or the CHED Regional Office having jurisdiction over the institution. Upon receipt of the complaint by any of the above offices, the same shall be transmitted to the CODI, if there is any. In the absence of a CODI, the Head of the institution shall immediately cause the creation of a CODI following the law and rules, and transmit the complaint to the Committee.
- b. The complainant may be in any form, provided that the following information is indicated in the complaint:
 1. FULL NAME and CONTACT DETAILS of the Complainant. However, the filing of an anonymous complaint is not prohibited.
 2. FULL NAME, CONTACT DETAILS, and/or POSITION of the Respondent, if known to the Complainant.

3. STATEMENT OF RELEVANT FACT.
4. EVIDENCE TO SUPPORT THE ALLEGATION, provided that non-submission of evidence will not cause the dismissal of the complaint; and
5. CERTIFICATION OR STATEMENT OF NON-FORUM SHOPPING.

If the complaint is not under oath, the Complainant shall be summoned by the CODI to swear to the truth of the allegations in the complaint or require the Complainant to submit a sworn Complaint within 24 hours from receipt of notice of compliance.

- c. The withdrawal of the complaint at any stage of the proceeding shall be without prejudice for the CODI to continue its investigation and make a report of its findings and recommendation to the disciplining authority when the evidence warrants.

Section 17. Action on the complaint

After evaluating the complaint, the CODI shall:

- a. *For complaints against an employee, faculty, or student of the Institution:*
Proceed with the investigation if the complaint is sufficient in form and substance. A complaint is sufficient in form and substance if all the elements provided in the immediately preceding provision are present.
- b. *For complaints against personnel of third-party service providers or partner institutions or guests or visitors of the Institution:* Recommend the referral of the complaint to the service provider, partner institution, or the proper government authorities for proper investigation and action.

The CODI shall likewise recommend to the School Head or Head of Institution to provisionally disallow the personnel of third-party service providers or partner institutions complained of, or guests or visitors from entering the premises of the institution or from transacting with the institution while the investigation is pending before service provider, partner institution or to the proper government authorities.

Section 18. Investigation of cases before the CODI

The CODI shall, at all times, observe due process and investigate and decide on said complaint within ten (10) working days or less upon receipt thereof, following the procedures, to wit:

- a. Within 24 hours of receipt of the written complaint, the CODI shall commence the investigation by notifying the Respondent of the Complaint filed against him/her with a directive to submit his/her Counter-Affidavit/Comment under oath and submit evidence in his/her defense within 72 hours from receipt of the notice and furnish a copy thereof to the Complainant. Otherwise, the Counter-Affidavit/Comment shall be considered as not filed.
- b. Upon receipt of the Counter-Affidavit/Comment under oath and evidence submitted by the Respondent, the CODI shall conduct an *ex-parte* examination of the documents submitted by the parties, including available records of the case.

Section 19. Preventive suspension

Upon petition of the Complainant or *motu proprio* upon the recommendation of the CODI, the disciplining authority may order the preventive suspension of the Respondent

during the conduct of investigation before the CODI and the period of deliberation of the recommendation of the CODI according to Section 20 hereof, if there are reasons to believe that he/she is probably guilty of the charges which would warrant his/her removal from the institution.

An order of preventive suspension may be issued to temporarily remove the Respondent from the scene of his/her misfeasance or malfeasance and to preclude the possibility of his/her exerting undue influence or pressure on the witnesses against him/her or tampering with any evidence.

Section 20. When the case is decided

The disciplining authority shall decide the case within thirty (30) days of receipt of the CODI Investigation Report and Recommendation.

Section 21. Finality of decisions

A decision rendered by the disciplining authority where the penalty of reprimand, serious reprimand, suspension for not more than thirty (30) days, or a fine in the amount exceeding thirty (30) days salary is imposed, shall be final and executory and not appealable unless a motion for reconsideration is seasonably filed. However, the Respondent may file an appeal within fifteen (15) days before the disciplining authority when the issue raised is a violation of due process.

If the penalty imposed is exclusion, dismissal, suspension exceeding thirty (30) days, or a fine in an amount exceeding (30) days salary, the same shall be final and executory after the lapse of the reglementary period for filing a motion for reconsideration or an appeal, and no such pleading has been filed. A motion for reconsideration may be filed before the disciplining authority by the Respondent within fifteen (15) days of receipt of

the decision of the disciplining authority. The disciplining authority shall act or decide on the motion for reconsideration within thirty (30) days of receipt thereof.

Section 22. Parallel and complementary actions

Nothing in these Guidelines shall be construed to limit the rights of the victims of GBH from pursuing civil, criminal, and other legal actions as may be provided by law.

RULE V

Offenses and Penalties

Section 23. Types of offenses and corresponding

ADMINISTRATIVE PENALTIES

GRAVE OFFENSES	
A. By persons who have authority, influence, or moral ascendancy over the offended party in any aspect of academic or administrative work	
B. Person in a peer relationship with the offended party, e.g., student vs. student, employee vs. employee	
C. Students/student interns harassing (with a sexual undertone) faculty, administrators, or employees	
<ul style="list-style-type: none"> • Unwanted touch of private parts of the body (genitalia, buttocks, and breast) • Rape or sexual assault • Malicious touching • Requests for sexual favor in exchange for employment, promotion, local or foreign travels, favorable working conditions or assignments, a 	<p>Dismissal from service; For students, expulsion</p>

<p>passing or higher grade, the granting of honors or scholarship, or the grant of benefits or payment of a stipend or allowance</p> <ul style="list-style-type: none">• Public masturbation or flashing of private parts• Groping, or any advances, whether verbal or physical, that are unwanted and threaten one's sense of personal space and physical safety, and committed in public spaces• Uploading and/or sharing without the consent of the victim, any form of media that contains photos, audio, or video with sexual content• Any unauthorized recording and/or sharing of any of the victim's photos, videos, or any information online• Impersonating identities of victims online or posting lies of a sexual nature about the victims to harm their reputation• Filing false abuse reports to online platforms to silence victims of sexual harassment• Stalking• Other analogous cases	

D. Third-party service providers such as sanitation and maintenance personnel	
E. Personnel of Partner Institutions where school-related activities are conducted	
Same as above	<p>Permanent ban in the Institution; Termination of contract</p> <p>*For international partners, permanent ban from entering into contract with the institution</p>
F. Guests/Visitors	
Same as above	A permanent ban on the institution

LESS GRAVE OFFENSES	
A. By persons who have authority, influence, or moral ascendancy over the offended party in any aspect of academic or administrative work	
1 st offense	2 nd offense

<ul style="list-style-type: none">• Unwanted touching or brushing against a victim's body• Pinching not falling under major offenses• Derogatory or degrading remarks or innuendoes directed toward the members of one sex, or one's sexual orientation or used to describe a person• Verbal abuse with sexual overtones• Unwanted invitations with a sexual undertone• Misogynistic, transphobic, homophobic, and sexist slurs• Persistent uninvited comments or gestures on a person's appearance	<p style="text-align: center;">Suspension of one month and one day to six months</p>	<p style="text-align: center;">Dismissal from service; For students, exclusion or dismissal</p>
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<ul style="list-style-type: none">• Relentless requests for personal details• Incessant messaging• Making statements, comments, and suggestions with sexual innuendoes• The use of information and communications technology in terrorizing and intimidating victims through physical, psychological, and/or emotional threats with sexual overtones• Other analogous cases		
B. Person in a peer relationship with the offended party, e.g., student, employee vs. employee		
C. Student/student interns harassing (with a sexual undertone) faculty members, administrators, or employees		
1st offense		2nd offense

LIGHT OFFENSES			
A. By persons who have authority, influence, or moral ascendancy over the offended party in any aspect of academic or administrative work			
	1st offense	2nd offense	3rd offense
<ul style="list-style-type: none"> • Surreptitiously looking or staring at a person's private part or worn undergarments • Making sexist statements and smutty jokes or sending these through text, electronic mail, or other similar means, causing embarrassment or offense and carried out after the respondent has been advised 	Reprimand	Suspension of one day to thirty days	Dismissal from service; For students, exclusion or dismissal

<p>that they are offensive or embarrassing or even without such advice when they are by their nature embarrassing, offensive or vulgar</p> <ul style="list-style-type: none">• Malicious leering or ogling• The display of sexually offensive pictures, materials, or graffiti• Unwelcome inquiries or comments about a person's sex life or sexual			
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<p>orientation</p> <p>connoting one's sex life (ex. LGBTQ's sexual relations).</p> <ul style="list-style-type: none">• Unwelcome sexual flirtation, advances, propositions• Making offensive hand or body gestures at the person• Persistent unwanted attention with sexual overtones• Unwelcome phone calls with sexual overtones causing discomfort, embarrassment,			
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<p>offense, or insult to the receiver</p> <ul style="list-style-type: none">• Catcalling and/or wolf-whistling• Unwanted sexual misogynistic, transphobic, and homophobic remarks and comments online, whether publicly or through direct and private messages• Invasion of the victim's privacy through cyberstalking and incessant messaging with sexual overtones			
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• Other analogous cases			
B. Person in a peer relationship with the offended party, e.g., student vs. student, employee vs. employee			
C. Students/student interns harassing (with a sexual undertone) members, administrators, or employees			
	1 st offense	2 nd offense	3 rd offense
Same as above	Written warning	Written reprimand and community service	Suspension
D. Third-party service providers such as sanitation and maintenance personnel			
E. Personnel of Partner Institution where school-related activities are conducted			
	1 st offense	2 nd offense	3 rd offense
Same as above	Reprimand by the institution	Severe reprimand by the institution	A permanent ban on the institution *For international

			partners, a permanent ban from entering into contracts with any institutions
	1st offense	2nd offense	3rd offense
F. Guest/Visitors	Reprimand by the Institution	Sever reprimand by the Institution	Permanent ban on the Institution
<p>Note:</p> <ul style="list-style-type: none"> • If the perpetrator committed the offense twice against the same victim, the corresponding gravest penalty shall apply • The institution may provide gender sensitivity training and counseling to offenders. • The fine penalties provided for in the Implementing Rules and Regulations of RA 11313 may be applied under the conditionalities outlined in the Revised Rules on Administrative Cases in the Civil Service (RRACCS) issued by the Civil Service Commission. 			

Section 24. Imposition of penalties

Minor students who, at the time of the commission of the act of GBH, are found guilty under these Guidelines by the disciplining authority, shall likewise undergo gender-sensitivity training and psychosocial counseling sanctioned by the Institution’s Guidance Office.

If the penalty of expulsion or exclusion is imposed upon a student, the same shall be subject to the confirmatory authority of CHED under Section 21 of the Implementing Rules and Regulations of the Safe Spaces Act.

If the penalty of dismissal is imposed upon an employee of the institution, the same shall be following the Civil Service Commission (CSC) or Department of Labor and Employment (DOLE) issuances, as the case may be.

If the penalty imposed is other than those provided above, e.g., termination of contract or permanent ban from the institution, the same shall be final and immediately executory, and notice shall be furnished to the Respondent or notice shall be posted around the premises of the institution as the case may be.

For termination of a contract with a partner training organization, the institution shall report the same to the CHED Regional Office having jurisdiction over it.

Section 25. Accessory penalty

A student shall not be allowed to graduate if he or she has a pending case of GBH. The institution reserves the right to revoke a student's diploma if it was inadvertently issued while a case for GBH is pending against the student at the time of its conferment

Any fees to be charged in the course of a victim's availment of psychosocial counseling and similar services shall be borne by the respondent proven guilty of the offense/s charges.

RULE VI

Miscellaneous Provisions

Section 26. Repealing clause

All CHED issuances inconsistent with these Guidelines are deemed repealed accordingly upon the effectivity of the Manual.

Section 27. Separability clause

If for any reason, any portion or provision of these Guidelines is declared invalid, other parts or provisions hereof which are not affected thereby shall continue to be in full force and effect.

Section 28. Effectivity

This manual shall take effect fifteen (15) days after its publication in the Official Publication (DATABYTES) of the institution and is approved by the school's administration, and the Central Board of Students of Data Center College of the Philippines – Laoag City.

