

Know your worth,  
know your rights

DepEd Order No. 40 (The DepEd Child Protection Policy) seeks to guarantee the protection of children in schools from any form of violence, abuse or exploitation regardless of SOGIE. Meanwhile, the DepEd, in its recent memorandum (2022), reiterated **Order No. 32, s. 2019 (Gender-Responsive Basic Education)** which states that the DepEd should 'integrate principles of gender equality, gender equity, gender sensitivity, non-discrimination and human rights in the provision and governance of basic education.'

**Philippine Psychological Association Ethical Standard III-A and C; V-B.8** states that Filipino psychologists should not discriminate against or demean persons based on actual or perceived differences in characteristics including SOGIE.

The **Quezon City Gender Fair Ordinance** ensures non-discrimination in the workplace, in education, in access to basic services, and accommodation.

The **University of the Philippines Anti-Sexual Harassment Code** includes "offensive remark about a person's sex, sexual orientation, or gender identity" as part of the definition on sexual harassment while the **U.P. Gender Guidelines** defines gender discrimination as any act or omission that directly or indirectly excludes or restricts anyone, on the basis of gender identity, sex or sexual orientation.

The **Safe Spaces Act (R.A. 11313, 2019)** penalizes gender-based sexual harassment including homophobic, transphobic, misogynistic and sexist remarks.

#### REFERENCES

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Do you need  
someone to talk to?

Discrimination or violation of a person's SOGIE can be reported to the UP Diliman Gender Office and the Office of Anti-Sexual Harassment (OASH) UP Diliman. If you have questions, problems, or concerns related to the LGBTQIA++ in U.P. or in your community, you can visit the UPDGO every Monday to Friday, 8am to 5pm or you can contact us for an appointment. **All services are free and confidential.**

#### UP Diliman Gender Office

2/F Benton Hall, M. Roxas Street,  
UP Diliman, Quezon City (beside Alfredo  
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Annex/PHAN)

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**Facebook Page:** UP Diliman Gender  
Office

**Landline:** (8)981-8500 local 2467 (main)  
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You may also contact **Counselor Anna:**

**E-mail:** [dgo\\_counseling.upd@up.edu.ph](mailto:dgo_counseling.upd@up.edu.ph)

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INILMBAG NG UPDGO 2022

Being  
**LGBTQIA+**

What does it really mean?





# Who are the LGBTQIA++

LGBTQIA++ is an acronym used for an inclusive community of non-binary, non-heterosexual or non-cisgender individuals, borne out of the continuous fight for human rights on the basis of sexual orientation, gender identity and gender expression (SOGIE).

**L** Lesbians are women who are sexually and romantically (or both) attracted to other women.

**G** Gays are men who are sexually and romantically attracted to other men.

**B** Bisexuals are people who are attracted to both men and women. Pansexuals may also be associated with bisexuality since they are attracted to individuals regardless of gender.

**T** Transgender men and transgender women are people whose sex assigned at birth is not congruent with their gender identity (whereas cisgender people are those whose sex assigned at birth is congruent with their gender identity).

**Q** Queer people are those whose gender identities do not conform to binary perspectives of men and women, or to cisgender identities.

**I** Intersex people are born with physical or biological sex characteristics that are not typically male or female.

**A** Asexual people experience little to no sexual attraction.

**++** refers to a continuous, inclusive spectrum of more sexual or gender identities across cultures.

# What is SOGIEESC?

Based on Center for Women's and Gender Studies SOGIEESC Primer

**SO** Sexual Orientation is a person's inherent or immutable enduring emotional, romantic or sexual attraction to other people.

**GI** Gender Identity is a person's innermost concept of self as a woman, a man, or another identity.

**E** Gender Expression is a person's external appearance, such as behavior, clothing, haircut or voice.

**SC** Sex Characteristics are a person's physical traits such as chromosomes, genitalia, gonads, hormones, and reproductive organs.

**SOGIE is part of each and everyone's human sexuality. EVERYONE has SOGIE, and not just the LGBTQIA++.**

## FAQs

### BEING LGBTQIA++... IS IT A CHOICE?

**No.** Despite a lot of rigorous scientific research, experts have not found any specific factors that can determine a person's SOGIE. Findings so far point to a complex interplay between nature and nurture. Most people experience little to no sense of choice in their SOGIE.

### BEING LGBTQIA++... IS IT A MENTAL DISORDER?

**No.** Various psychological organizations and associations from U.S.A., U.K., Colombia, South Africa, Australia, etc. have concluded various sexual orientations and gender identities are normal variants of human sexuality.

### CAN WE CHANGE A PERSON'S SOGIE?

SOGIE comes from within the person and not from other individuals or institutions, and any change must come from, and any change must also come from within. When people are forced by others to change their SOGIE, not only does the change not happen but trauma is also inflicted on the individual.

# But why would we want to change LGBTQIA++ individuals?

Most, if not all, of the problems faced by LGBTQIA++ individuals are not caused by their SOGIE but by the negative treatment they get from some members of society (family, classmates teachers, co-workers, employers, etc.)



*Not okay.*

Unfair treatment experienced by LGBT people based solely on their SOGIE include:

- Bullying, teasing, name-calling
- Harassment, public embarrassment
- Violence
- Limiting of employment opportunities
- Denial of entry/service in commercial establishments
- Denial of admittance to academic institutions
- Negative stereotypical portrayal in media

Because of stigma, many LGBTQIA++ experience psychological distress, including fear, sadness, alienation, anger and internalized stigma, which can lead them to feel that they actually deserve the negative treatment.