



NATIONAL HEADQUARTERS Philippine GUARDIANS Brotherhood, Inc.

SEC Registration Nr A200008885

CODE OF CONDUCT

A. DUTIES AND OBLIGATIONS OF MEMBERS.

Article 1

In General.

Section 1. Every member of the PGBI acknowledges that while the PGBI grants and recognizes rights, it likewise imposes and exacts corrective duties and obligations upon the members.

Section 2. These duties and obligations are to be obeyed, performed and executed willingly, conscientiously, and under the realization that they are intended for the good of the PGBI and the member.

Section 3. The duties and obligations of the members include those owing to the PGBI as an organization; those in favor of a fellow member; those in favor of one's family, and those intended for the society.

Section 4. The duties specified shall be understood to be in addition to the duties and obligations arising from a member's rank or position in the PGBI or in any of its chapters or committees.

Article 2

Sources of Duties and Obligations.

The duties and obligations of each member shall include:

- a) Those required by law from members of every duly registered Chapter/ Corporation;
- b) Those contained in this Code of Conduct;
- c) Those imposed by action of the leadership of the PGBI.

Article 3

Prohibited Acts.

The following are hereby declared improper and strictly prohibited acts:

- a) Those which are contrary to or violative of any existing law, rule or regulation;
- b) Those which are contrary to morals and good customs;
- c) Those which offend against any religion, race, ethnic group or sex.

- d) Those which may produce adverse result to a person's health, safety moral or spiritual well being;
- e) Those which produce no useful purpose.

Article 4

Specific Duties and Obligations.

In addition to and in amplification of the provisions of this Code particularly that pertaining to the role, duties and functions of a member, the duties and obligations specified in the following articles shall be given utmost attention, preference and importance.

Article 5

The Duty to Serve.

All members shall at all times be available to render service to God, Country, and fellowmen and to whoever is in need of his/her services, pursuant to and conformably with, the PGBI Motto.

Article 6

Duties to a Fellow Member.

A Guardian is the Guardian of His/Her Fellow Guardian.

Section 1. All PGBI members shall be responsible for one another.

Section 2. It is the duty of each member of the PGBI to protect and defend a fellow member from every form of provocation, aggression, or danger to his/her person, liberty, honor or property, of whatever nature and from whatever source.

Section 3. Each member is obligated to prevent, caution, advise, or take any other appropriate action as the circumstance warrant, whenever a fellow PGBI member is conducting himself/herself in a manner unbecoming of a Gentleman or Lady violative of any existing PGBI law.

Section 4. All members shall set aside personal differences, dislikes, jealousies, crabmentality and all negative attitudes, and are obligated to contribute their efforts for the promotion, advancement or improvement of the spiritual, material, professional and personal welfare of a fellow member.

Article 7

Duties and Obligations to the PGBI.

The following are the duties and obligations to be rendered by all members in favor of the PGBI as an organization:

Section 1. **The Duty of Loyalty.** – The highest, noblest and first duty of a member is to give his/her undivided, unconditional and wholehearted loyalty and allegiance to the PGBI, its officers, its policies and all, which the PGBI represents.

Section 2. **The Duty to Defend the PGBI.** – All members shall defend and guard against any person or group of persons who seeks to destroy, degrade, embarrass, discredit, undermine or by any manner inflict unwanted adverse or injurious effects upon the PGBI or upon any of its leaders or against its policies, aims, programs or activities or against any of its members.

Section 3. **The Duty to Maintain the Good Image and Reputation of the PGBI.** – All members shall refrain from engaging in any activity or performing any act, or behaving in any manner whatsoever, which tends to tarnish, destroy, invite criticism on, or reflect adversely upon, the good name and reputation of the PGBI.

Section 4. **The Duty to Sacrifice.** – All members are duty bound to share and sacrifice part of their fortune, talent and resources, their time and effort, for the good of the PGBI and the members.

Section 5. **The Duty of Active Support, Participation and Cooperation.** – Every PGBI member shall be demanded to give his/her personal support to efforts of the PGBI leadership to work for the good and benefit of the PGBI, to participate and attend meetings; and to cooperate, support, participate and join in all activities undertaken by the PGBI.

Section 6. **The Duty to Pay Dues and Other Financial Assessments.** – It shall be the duty of every member to pay and/or remit promptly to the designated officer/office the required amount representing the dues, fines and other financial assessments that may be imposed upon the member.

Section 7. **The Duty to be A Positive Role Model, to be A Gentlemen or Lady.** – Every member shall strive to become a Positive Role Model and be looked upon as an example for society to emulate. It is the duty of each member to conduct himself/herself, behave and live by the standards of a Gentleman and Lady as expected of Guardians.

Section 8. **The Duty of Respect for the PGBI Logo, Banner and Uniform.** – The PGBI Logo, banner, approved uniform and other authorized symbols are visible representations of the organization. Thus, all members shall treat these representations with proper respect. No member shall sketch, draw, print or use the logo, or use, wear or display the uniform, banner and other representations, whenever the act will degrade or produce results which are detrimental to the PGBI.

Article 8

Duty to Country, Society and Family.

All members shall internalize and put to practice the tenets, principles and directives inherent in the PGBI Pillars namely PARA SA BANSANG, PARA SA KAPWA TAO AT PARA SA PAMILYA.

Article 9

The Law of Silence

Section 1. All members shall not divulge or discuss with any person the secrets of the PGBI as well as all matters which by their nature are sensitive to the PGBI or which are confidential, or supposed to be confined only to the knowledge of the members thereof.

Section 2. All members shall refrain from discussing the affairs of the PGBI in public places, public gatherings or within the hearing of people who have no connection to the PGBI.

B. OFFENSES AND PENALTIES

Article 10

Right to Define and Punish Offenses.

It is inherent upon the PGBI to command that the members shall conform to specific norms of conduct, and the concomitant right to declare deviations therefrom as offenses and violations which subject the erring member to appropriate sanctions.

Article 11

Offenses

Any offense may arise from an act or omission which violates, contravenes, disregards, renders inutile, or is not in consonance with any of the following:

1. The purposes and objectives specified in the Articles of Incorporation;
2. The objectives, policies, and guiding principles as are contained in this Code;
3. The provisions of this Code referring to the duties and obligations of members;
4. Rules, regulations or norms of conduct, which may in the future be adopted and enforced by the PGBI.

Article 12

Offenses Constituting Conduct Unbecoming

This includes any conduct or behavior, which, while not violative of any of the enumeration in the preceding paragraph, but due to its inherent nature or to the circumstances of time, place, or occasion, is deemed reprehensible, oppressive, improper, censurable, or unbecoming, and ought not to have engaged or performed by a member.

Article 13

Offenses from Abuse of Membership and/or Tattoo.

These include:

1. Any act or scheme whereby a member utilizes and/or takes advantage of his/her being a Guardian for the purpose of influencing or compelling another member to render service, provide money, or things of value or any benefit, which are unwarranted, or beyond those authorized or expected of a member;

2. Acts of the same nature and purpose directed at a fellow member's family, relatives, employees, or employer;

3. Using one's membership in the organization to threaten, frighten, mullet, extort, oppress, or injure, any non-member.

Article 14

Offenses Arising from Abuse of Rank or Position.

This refers to any act of oppression, high handedness, or misconduct by members occupying positions of responsibility directed against members over whom they exercise authority or are lower in rank or position.

Article 15

Offenses Arising from Abuse of Uniform.

Acts of oppression, disrespect, assault, threat, or any form of hostile conduct committed by members of the AFP/PNP/BJM/BFP against civilians.

Article 16

Offenses Related to Meetings.

The following acts shall constitute special offenses in relation to the holding of meetings and shall subject the offending member to special penalties consisting of financial assessments in such amount as may be agreed upon and determined by the general membership.

a) Unjustified Absence. – All members are allowed to incur a maximum of two (2) absences every year from the general monthly meetings *provided:*

1. Attendance at meetings with organic or affiliate chapters located in a different province, town or city shall be on a voluntary basis and absence therefrom shall not be counted;

2. Exemption is extended to members who, by reason of their position in the government or employment, or exercise of their profession, are prevented or prohibited from attending, or whenever their attendance produce adverse consequence to their service, position, office, employment, or enjoyment of benefits, or relations with their superiors or employers.

b) Non-wearing of Authorized Uniform. – In the absence of justifiable reasons, all members attending general meetings shall be in proper attire and shall wear the prescribed uniform

consisting of any of the authorized shirts or jackets bearing the logo of the PGBI and which uniform shall be properly worn and displayed;

c) **Tardiness in Meetings.** – All members shall arrive and register before the formal opening of every meeting;

d) **Early Departure.** – Unless prior permission was granted for reasonable grounds, no member shall leave the meeting place until after the formal adjournment of the meeting;

e) **Unruly Behavior.** – This shall extend to all acts or behavior engaged or displayed while a meeting is taking place which tends to disrupt or distract, or is deemed disrespectful, such as but not limited to: loud and boisterous conversations or laughter; inappropriate remarks; disrupting a speaker; engaging or initiating any activity which is liable to draw away attention from the meeting.

Article 17

Classification of Offenses.

Section 1. For purposes of determining the appropriate and corresponding penalty, offenses are classified according to gravity into the following;

a) Serious or grave offenses shall refer to those, which merit a penalty consisting of either suspension of membership rights/privileges for not less than six (6) months, or expulsion;

b) Less serious or less grave shall refer to those penalized by any disciplinary action which is more severe than mere warning, admonition, reprimand or apology but does not merit suspension of membership rights/privileges for more than six (6) months or expulsion;

c) Slight shall refer to those for which the disciplinary penalty is a warning, admonition, reprimand, apology, exercise, drinking of Guardians Wine, joining seminars, undergoing the initiation rites, or their equivalents.

Section 2. As to the subject matter offenses are classified as:

a) Offenses against the organization;

b) Offenses against a fellow PGBI member or the latter's family;

c) Offenses against a non-member;

d) Offenses against the public;

e) Offenses against the law.

Article 18

Penalties.

Section 1. Depending upon the gravity of the offense committed and the circumstances thereof, the penalty to be imposed shall be taken from the following listed hereunder according to the order of their severity:

- a) Expulsion from the PGBI and forfeiture of all rights and benefits;
- b) Order of Ostracism;
- c) Removal from office;
- d) Suspension of Membership, Rights and Privileges;
- e) Disqualification to hold a position of responsibility;
- f) Imposition of a Liquor Ban;
- g) Joining seminars and the initiation rites;
- h) Making an apology to the general membership and/or to the offended party;
- i) Performance of Exercises of Expiration before the general membership;
- j) Warning, reprimand or admonition;
- k) Drinking of Guardians Wine.

Section 2. Any other form of penalty may be imposed upon the erring member except:
pain;

- a) Those which consist of hazing, beating, striking at the body or infliction of pain;
- b) Those in which the member is liable to suffer injury or is exposed to danger;
- c) Those which offended against decency, morals, or good customs;
- d) Those which offended against religions or political belief of the erring member;
- e) Those which may be violations of existing laws, rules or regulations.

Section 3. No erring member shall be meted a penalty consisting of the payment of money or delivery of goods except as provided in this Code or when the offense involves restitution, reparation or indemnification.

Section 4. The duration of the service of the penalties shall be as determined by the disciplining authority.

Article 19

Effects of Penalty.

Section 1. Expulsion shall be permanent and shall result to a total forfeiture of all rights, benefits and privileges. The name of the expelled member shall be stricken off the Roster of Members. He/She shall surrender his/her Identification Card and voluntarily cause the removal of his/her tattoo, otherwise the PGBI leadership shall take the necessary steps to have the same be removed or erased. All chapters shall be notified of the fact of expulsion.

Section 2. The penalty of suspension of rights and privileges shall, during its duration, deprive the member of the right to participate in the discussion of matters affecting the organization, or to vote or make known a choice, but suspension shall not otherwise excuse the erring member from complying with his/her duties and obligations.

Section 3. A member meted the penalty of ostracism shall be given the silent treatment which carries with it the suspension of rights and privileges. For the duration of his/her sentence he/she shall be treated as if he/she is a non-member. He/She is not excused however from complying with his/her duties as a member.

Section 4. A member meted the penalty of Voluntary Liquor Ban, shall, on his/her word of honor as a Guardians, and during the duration of the Ban, conscientiously and in good faith, observe the following conduct:

- a) He/She shall not in any public place, take in or drink any wine, spirit, beverage, or liquid, generally considered as alcoholic drinks or beverages;
- b) He/She shall decline offers or invitations to drink in whatever occasion or in whatever place except as allowed hereunder;
- c) He/She may drink within the privacy of his/her home or office provided that: it is not an excuse to host parties or drinking sessions at his/her house or office in order to circumvent this penalty; and provided further that he/she shall not be seen in public places smelling of liquor; nor shall he/she caused unnecessary disturbance or annoyance to his/her family or his/her neighbors;
- d) He/She may participate in ceremonial toast only as a matter of courtesy during official functions in connection with his/her office or employment, but he/she shall not use these occasions to imbibe himself/herself with liquor.

Article 20

Purposes of Penalties.

1. To discipline and reform the erring member;
2. To prevent further commission of offenses;
3. To set an example and to deter other members from committing an offense;
4. To vindicate the wrong or injury inflicted;
5. To assert the authority of, and to compel obedience to the PGBI.

Article 21

Principles to be Observed.

In the imposition of penalties, the following guidelines shall be observed:

1. A penalty shall be imposed only after a member shall have been duly informed of the offense committed by him/her; after he/she was given the opportunity to defend himself/herself; and, after investigation and hearing, the disciplining authority was convinced the offense was in fact committed;
2. Except for the supreme penalty of expulsion, all other penalties may be imposed singly or severally. If several penalties are imposed, they may be served simultaneously, if their nature permits otherwise, they shall be served successively according to their severity in the order specified under Article 18 Section 1 of this Code.
3. The erring member shall serve all penalties personally. It is improper for any member to assume or serve the penalty imposed upon other. However, those who stood as sponsor may be held to account for the conduct of the member they sponsored;
4. The erring member shall be formally notified of his/her penalty and the start and duration thereof;
5. After service of his/her penalty, the member shall be restored to all his/her rights and privileges.

Article 22

Who May Impose Penalties.

Section 1. Only the following persons as disciplining body or authority shall be authorized to impose penalty:

1. The Executive Committee or leadership of the PGBI;
2. Members of the Committee on Discipline;
3. Members of such special committee or body created for the purpose of investigating a particular offense by a member.

Section 2. The Local Chapter Chairmen/Leaders or special bodies or committees created by them, may impose penalties provided:

1. It is only upon their own members;
2. For violations of their own internal rules and regulations;

3. The penalties must be in accordance with those specified under Article 18, Section 1 of this Code.



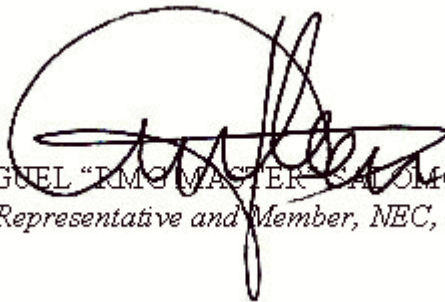
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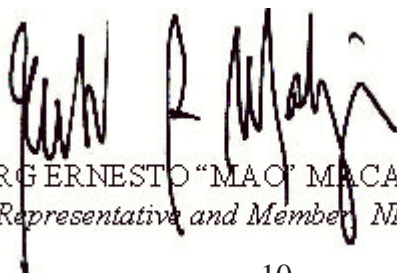
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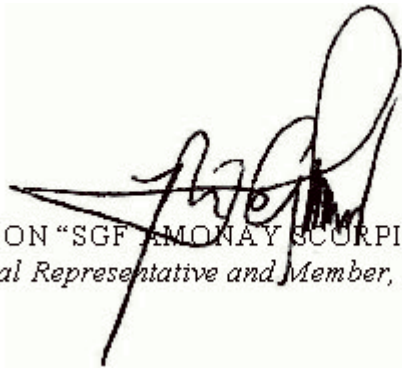
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