



PHILIPPINE NATIONAL OIL COMPANY

Energy Center, Rizal Drive, BGC, Taguig City 1634

November 12, 2025

Special Order

No.

2025-11-109

The composition of the **PNOC Committee on Decorum and Investigation (CODI) on Sexual Harassment** is hereby updated as follows:

Chairperson: **Atty. Josephine Cassandra J. Cui**

Representation	Member	Alternate Member
Management / Managerial Level	Atty. Antonio G. Buenviaje Office of the General Counsel	Atty. Arolf E. Suyom Administrative Services Department
	Jennifer R. Racho Treasury Department	Alma B. Taganas Strategy Management Office
Second Level Representative	Atty. Reynilda T. Cabahug-De Leon Office of the General Counsel	Atty. Menandro P. Leongson Jr. Office of the General Counsel
First Level Representative	Jenie C. Crisostomo Office of the General Counsel	Mark Jayson B. Medrano Administrative Services Department
PNOC EA Representative	Atty. Janice F. Velasco Office of the General Counsel	Atty. Carl Philip N. Batucan Office of the General Counsel
	Maria Terrisa A. Tripulca Personnel Services Division	John Zernan B. Luna Personnel Services Division

Secretariat: **Atty. Jerwin U. Nicolas**

The Committee shall perform the following functions:

1. Receive complaints of sexual harassment;
2. Investigate sexual harassment complaints in accordance with the prescribed procedures;
3. Submit a report of its findings with the corresponding recommendation to the disciplining authority for decision; and
4. Lead in the conduct of discussions about sexual harassment within the agency or institution to increase understanding and prevent incidents of sexual harassment.

In the performance of their duties and responsibilities, the members of the committee shall be guided by Section 19 (Duties of Employers) of the Implementing Rules and Regulations of Republic Act No. 11313.

All other issuances inconsistent with this Special Order are effectively revoked.

This order shall take effect immediately and remain valid unless sooner revoked.


MA. CRISTINA SHEILA C. CABARABAN