



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO DE ORO



Office of the Schools Division
Superintendent

October 13, 2024

DIVISION MEMORANDUM
No. 898, s. 2024

To: Assistant Schools Division Superintendent
Chief Education Supervisor (CID & SGOD)
Public Schools District Supervisors/ District Coordinating Principals
Elementary and Secondary School Heads
All others concerned

**SUBJECT: REMINDER TO UPHOLD THE PRINCIPLE OF POLITICAL NEUTRALITY
IN THE GOVERNMENT SERVICE AT ALL TIMES.**

As the 2025 local election approaches, **ALL** public officials including all our teaching and non-teaching personnel of the Division of Davao de Oro **MUST UPHOLD POLITICAL NEUTRALITY, MAINTAIN PROFESSIONALISM** and guarantee that the division programs and activities are administered and implemented in a non-partisan manner and in line with existing laws and DepEd issuances.

1. Legal Basis

1.1 Pursuant to *Section 261 (i) and (j) of the Omnibus Election Code (Batas Pambansa Blg. 881)*, the following activities are strictly prohibited for government employees, including DepEd personnel:

Electioneering: Defined as acts designed to promote the election or defeat of a particular candidate or political party.

Partisan Political Activities: Includes acts of soliciting votes, endorsing candidates, attending political gatherings, or distributing campaign materials.

Government employees are mandated to remain neutral and refrain from engaging in any act that may influence the outcome of the election, except for casting their votes as private citizens.

1.2 **Republic Act No. 6713** or the Code of Conduct and Ethical Standards for Public Officials and Employees mandates that every public official and employee which includes all our teachers and non-teaching personnel shall provide service to everyone without discrimination and regardless of party affiliation and preference.



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2. Expected Conduct

All personnel are hereby reminded to strictly adhere to the following guidelines in the performance of their duties:

- a. **Political Neutrality:** All personnel must maintain impartiality and avoid any political bias while carrying out official responsibilities.
- b. **No Public Endorsements or Campaigning:** All personnel are prohibited from endorsing or promoting any candidate or political party, either publicly or privately. This includes, but is not limited to:
 - a. Campaigning for or against any political candidate or party.
 - b. Engaging in political discussions on social media or other platforms that promotes or destroys another candidate.
- c. **Prohibition on the Use of Resources:** Use of DepEd resources, facilities, or official time for any political activities, regardless of political party are strictly prohibited.
- d. **Distribution of Campaign Materials:** Distributing or soliciting political campaign materials, or votes for any candidate, is strictly prohibited.
- e. **Attendance at Political Events During Working Hours:** Attending political rallies, caucuses, or meetings during official working hours is not allowed.
- f. **Social Media Conduct:** Posting, sharing, or liking content on social media that promotes or opposes any political candidate or party should be avoided.

Those who will be found guilty of engaging directly or indirectly in partisan political activities will be meted with a penalty of **one (1) month and one (1) day to six (6) months suspension** for the **first offense**; and **dismissal** from the service for the **second offense** according to the 2017 Rules on Administrative Cases in the Civil Service or 2017 RACCS (CSC Resolution No. 1701077 dated July 3, 2017)

We seek your full cooperation in maintaining a non-partisan stance as public servants. Let us continue to serve with integrity and remain true to the core values of DepEd.

Should there be any questions or clarifications, feel free to contact the Office of the Schools Division Superintendent.

Immediate dissemination and appropriate action of this memorandum is desired.


PHOEBE GAY L. REFAMONTE, CESO VI
OIC - Schools Division Superintendent



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