



Republic of the Philippines
Department of Education
Region VIII
SCHOOLS DIVISION OF CALBAYOG CITY

August 25, 2026

DIVISION MEMORANDUM

No. 368, s. 2026

TO: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
School Heads (Elementary & Secondary)
Teaching and Non-Teaching Personnel
All Others Concerned

**REITERATION OF THE RESPONSIBLE USE OF SOCIAL MEDIA
BY ALL DEPED PERSONNEL AND WARNING AGAINST
UNPROFESSIONAL CONDUCT**

1. In view of the Memorandum issued by the Office of the Secretary reiterating the responsible use of social media by all personnel of the Department of Education, all personnel of the Schools Division of Calbayog City are hereby reminded to exercise **professionalism, prudence, and sound judgment** in their use of social media and other online platforms.
2. All personnel are expected to uphold the highest standards of professionalism and ethical conduct and to maintain the dignity and integrity of the Department. Personnel are reminded to refrain from posting, sharing, commenting on, or disseminating content that may tarnish the image of the Department, adversely affect the trust and confidence of learners, parents, stakeholders, and the public, or otherwise constitute unprofessional conduct.
3. While personnel are entitled to the constitutional right to freedom of speech and expression, such right is **not absolute**. All expressions and online activities shall be exercised within the bounds of law, decency, respect for the rights of others, public interest, and applicable DepEd policies and issuances.
4. Personnel are likewise reminded that inappropriate or unprofessional conduct committed through social media or other online platforms may subject the concerned personnel to **administrative liability**, without prejudice to the filing of appropriate civil or criminal cases, when warranted, pursuant to applicable rules and regulations, including DepEd Order No. 49, s. 2006 and the **2025 Rules on Administrative Cases in the Civil Service**.



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5. School Heads and Unit Heads are directed to ensure the **immediate dissemination and strict compliance** with this Memorandum and to remind all personnel under their supervision of their responsibility to maintain professionalism and uphold the good name of the Department both offline and online.
6. All concerned are enjoined to exercise **responsible digital citizenship** and to use social media in a manner consistent with the values, mission, and standards of the Department of Education.
7. Immediate dissemination of and strict compliance with this Memorandum are directed.



JOEL A. ZARTIGA PhD, CESO VI
Assistant Schools Division Superintendent
Officer-In-Charge
Office of the Schools Division Superintendent

Enclosure: None

Reference: DepEd Unnumbered Memorandum re Reiteration of the Responsible Use of Social Media

To be indicated in the Perpetual Index under the following subjects:

EMPLOYEES
OFFICIALS
POLICY
PROFESSIONAL CONDUCT
SOCIAL MEDIA



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Republic of the Philippines
Department of Education
OFFICE OF THE SECRETARY

MEMORANDUM

TO : Undersecretaries
Assistant Secretaries
Bureaus and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads and Teachers
All Others Concerned

FROM : 
ATTY. FATIMA LIPP D. PANONTONGAN
Undersecretary and Chief of Staff
Office of the Secretary


ATTY. FILEMON RAY L. JAVIER
Undersecretary for Legal and Legislative Affairs

SUBJECT : **REITERATION OF THE RESPONSIBLE USE OF SOCIAL MEDIA BY ALL PERSONNEL OF THE DEPARTMENT OF EDUCATION AND WARNING AGAINST UNPROFESSIONAL CONDUCT**

DATE :

1. On 11 August 2026, this Office issued the Memorandum of even date reminding the personnel of the Department of Education (DepEd) to use their social media responsibly and in accordance with relevant DepEd Orders and issuances. However, despite the issuance of the Memorandum, this Office continues to receive reports of social media posts and content involving DepEd personnel which may not be consistent with professional and ethical standards expected of DepEd personnel.
2. This Office hereby reiterates that **all DepEd personnel are expected to exercise professionalism, prudence, and sound judgment in their use of social media.** They are expected to uphold the highest degree of professionalism and to set a good example to learners and the whole education community. In this regard, DepEd personnel are reminded to desist from committing acts that may tarnish the image of this Department, or worse, adversely impact the views of our learners.
3. While this Office accords its employees their right to freedom of speech, this constitutional guarantee is not absolute. This Office will not hesitate to hold any DepEd personnel administratively liable for unprotected speech, especially those disseminated through social media.
4. Verily, DepEd officials and employees are reminded to exercise their freedom of expression within the bounds of decency and respect to the rights of other individuals and to desist from doing any act or disseminating statements or posts that may be





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OFFICE OF THE SECRETARY

contrary to law, good morals, good customs, public policy, public order, public safety, and public interest.

5. **Without prejudice to the filing of the appropriate criminal or civil cases, any unprofessional conduct shown in an online platform, or otherwise, may subject a DepEd personnel to administrative liability, pursuant to DepEd Order No. 49, s. 2006 otherwise known as the "Revised Rules of Procedure of the Department of Education in Administrative Cases", and the "2025 Rules on Administrative Cases in the Civil Service."**
6. Immediate dissemination of and strict compliance with this Memorandum is directed.