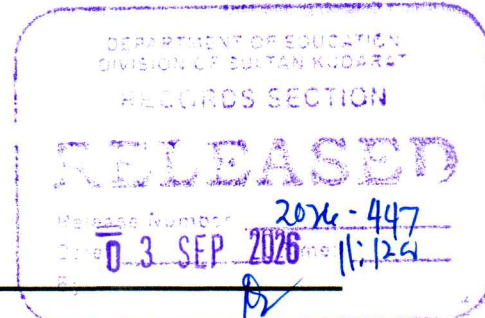




Republic of the Philippines
Department of Education
REGION XII
DIVISION OF SULTAN KUDARAT



DIVISION MEMORANDUM

September 1, 2026

OSDS-LEGAL No. **173**, s. 2026

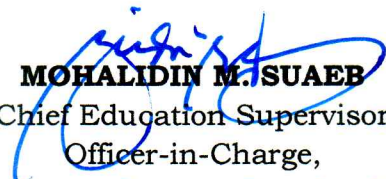
**DISSEMINATION OF DEPED MEMORANDA ON THE RESPONSIBLE USE OF
SOCIAL MEDIA BY ALL PERSONNEL OF THE DEPARTMENT OF EDUCATION
AND WARNING AGAINST UNPROFESSIONAL CONDUCT**

To: Assistant Schools Division Superintendent
Chiefs of the Functional Divisions
Education Program Supervisors
Public Schools District Supervisors/Principals-in-Charge
Public Elementary and Secondary School Heads
All other concerned personnel
This Division

1. This is to inform all personnel of the attached Unnumbered Memoranda issued by the Department of Education on August 11, 2026, entitled, "**Reminder on the Responsible Use of Social Media by All DepEd Personnel**" and "**Responsible Use of Social Media by All Personnel of the Department of Education and Warning Against Unprofessional Conduct**".
2. All personnel are hereby reminded to observe responsible and professional conduct in the use of social media and to strictly adhere to the applicable laws, rules, regulations, and policies of the Department of Education.
3. Immediate dissemination of and strict compliance with this Memorandum are directed.

ROBERTO J. MONTERO, CESO V
Schools Division Superintendent

By the Authority of the Schools Division Superintendent:


MOHALIDIN M. SUAEB
Chief Education Supervisor
Officer-in-Charge,

Office of the Assistant Schools Division Superintendent

Encl/s.: As stated

References: As stated

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

RESPONSIBLE USE

SOCIAL MEDIA

WARNING

SPB/OSDS-LEGAL/DM-Dissemination of DepEd Memoranda on the Responsible Use of Social Media by All Personnel of the Department of Education and Warning against Unprofessional Conduct/September 1, 2026



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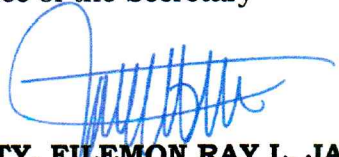


Republic of the Philippines
Department of Education
OFFICE OF THE SECRETARY

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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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.



Republic of the Philippines
Department of Education
OFFICE OF THE SECRETARY

Handwritten signature and date: *[Signature]* 10-8-20

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

SUBJECT **Reminder on the Responsible Use of Social Media by All DepEd Personnel**

DATE August 11, 2020

1. This Office has received reports of social media posts involving teachers and other school personnel that may not be consistent with the standards of professionalism expected of DepEd personnel. These reports highlight the need to exercise appropriate judgment and responsibility in the use of social media, particularly where online activities involve learners, classroom activities, school premises, or otherwise arise from the performance of official functions.

2. In view thereof, this Office deems it appropriate to reiterate existing Department of Education (DepEd) policies on the responsible use of social media and the standards of conduct expected of all DepEd personnel in their online activities, whether undertaken in their personal capacity or in connection with the performance of their official functions.

3. DepEd Order (DO) No. 049, s. 2022, or the Amendments to DO No. 047, s. 2022 (Promotion of Professionalism in the Implementation and Delivery of Basic Education Programs and Services), was issued to further strengthen professionalism within the Department and expressly introduced additional provisions on the responsible use of social media. Under the same Order, DepEd officials and employees are expected to treat learners and stakeholders with the **highest degree of professionalism, skill, and excellence**, respect the rights of others, and desist from acts that may compromise the integrity as government employees or the honor of DepEd.

4. These standards expressly extend to the use of social media. DO 049, s. 2022 requires employees and officials to consider the legal restrictions imposed by existing laws, rules, and DepEd issuances in their use of social media, whether for personal

use or as a tool in carrying out their mandate. It further directs personnel to exercise caution when sharing posts or other content and to remain mindful of the reputation and honor of the Department.¹

5. Accordingly, all DepEd personnel are expected to exercise professionalism, prudence, and sound judgment in their online activities. The use of personal social media accounts does not, by itself, dispense with the professional and ethical standards applicable to DepEd personnel, particularly where the content is connected with the performance of their official functions, identifies or represents them as DepEd personnel, or involves learners, school activities, or school premises.

6. For teachers and other personnel who directly interact with learners, particular care must be exercised when creating or publishing social media content involving learners or classroom activities. Teachers occupy positions of trust and exercise authority and influence over learners. Thus, they are expected to maintain appropriate professional boundaries and to exercise sound professional judgment where content features learners under their supervision or makes use of classroom activities or school premises.

7. This responsibility is further reinforced by DO 006, s. 2026, titled Guidelines on Ensuring a Safe and Motivating Learning Environment, which applies learner-protection measures in both physical and virtual settings and supplements and harmonizes existing DepEd policies, including DOs 047 and 049, s. 2022. DO 006, s. 2026 emphasizes the responsibility of teaching, teaching-related, and nonteaching personnel to uphold professionalism and ethics, protect learners' rights, autonomy, and personal boundaries, and maintain safe physical and online environments. In this regard, DO 006, s. 2026 likewise regulates the use of portable electronic devices during instructional hours and requires safeguards against the unauthorized use, access, or disclosure of learners' Personally Identifiable Information, including through social media.²

¹ Department of Education (DO) 049, s. 2022 amending DO 047, s. 2022, Item 3. Employees and officials must consider the legal restrictions imposed by existing statutes, rules, and DepEd Orders in the use of social media. Whether it be for personal use of the DepEd official or employee, or as an essential or an incidental tool in carrying out their mandate, social media rules should be complied with. As such, employees and officials of the DepEd:

- a. Shall exercise caution when sharing posts or other contents and should not participate in the spreading of rumors and false information;
- b. Shall not unduly post online attacks against fellow DepEd employees and must utilize legal and human resource mediation procedures; and
- c. Shall not disparage DepEd and must always be mindful of the reputation and honor of the organization.

² Department of Education (DO) 006, s. 2026, Annex G. Administrative Sanctions and Penalties for Using Portable Electronic Devices During Instructional Hours

B. For Teaching, Teaching-related, and Nonteaching Personnel

For Teaching, Teaching-related, and Nonteaching Personnel — Violations shall be a ground for administrative disciplinary action, which the disciplining authorities can initiate. Schools and CLCs shall be responsible for the following:

1. Inform the learners and parents/guardians of this Order at the beginning of every school year through orientation, advisories, and conferences; and
2. Implement suitable technical and organizational measures to ensure the security and confidentiality of the learners' Personally Identifiable Information (PII); prevent unauthorized use, access, or disclosure; and ensure that the PII is used solely for the stated purpose and not disclosed to any party or public forum (e.g., social media) without the explicit consent of the learner and their parent/legal guardian, unless such disclosure is legally mandated or essential for the school to perform its essential functions.

Further, schools and CLCs shall encourage the parents/legal guardians to manage the learner's responsible use of portable electronic devices and to support the implementation of this Order.

8. Taken together, these policies underscore that DepEd personnel must exercise appropriate professional judgment in creating and sharing social media content, particularly where it involves learners or classroom activities. While discussions of current events and public matters may serve legitimate educational purposes, personnel should refrain from repurposing such activities or learners' participation for personal social media content in a manner that may compromise their professional responsibilities or expose learners to unwarranted public scrutiny, ridicule, harassment, or controversy.

9. DO 007, s. 2026, or the Media Management Guidelines, is likewise instructive. While the Guidelines generally do not address the personal use of social media by DepEd personnel, they recognize that personal social media accounts may nevertheless be subject to regulation when they appear to contain official DepEd communications or adversely affect the image, reputation, or functions of DepEd, its officials, employees, or personnel.³

10. In view of the foregoing, all DepEd personnel are reminded to exercise professionalism, prudence, and sound judgment in their use of social media, whether for personal purposes or in connection with the performance of their official functions. In particular, personnel are expected to maintain appropriate professional boundaries with learners and ensure that social media content involving learners, classroom activities, or school premises is consistent with legitimate educational purposes and the professional and ethical responsibilities of DepEd personnel.

11. Immediate dissemination of this Order is directed.

³ DO 007, s. 2026, or the Media Management Guidelines, s. 2026, s. 2026.