



Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF BILIRAN

January 22, 2026

DIVISION MEMORANDUM

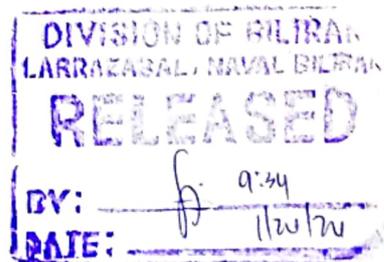
No. 037, S. 2026

**REITERATION OF UPHOLDING AND RESPECTING RELIGIOUS DIVERSITY
IN PUBLIC SCHOOLS**

To: Public School District Supervisors
Education Program Supervisors
School Heads
All Others Concerned

1. Attached is a Memorandum No. DM-OUOPS-2026-12-08134 dated 20 January 2026, from Malcolm S. Garma, Undersecretary for Governance and Operations, reiterating the commitment to uphold and respect the religious beliefs, convictions, and practices of learners and school personnel.
2. Relative to this, the School Heads are directed to ensure that participation in any religious activity shall be strictly voluntary, and that teachers and school personnel should foster an inclusive, respectful, and non-discriminatory school environment where religious beliefs, convictions and practices are recognized and protected.
3. Other details relating to this directive are stipulated in the attached Memo.
4. Immediate dissemination of and compliance with this Memorandum are desired.

ROBERTO N. MANGALIMAN PhD, CESO VI
Schools Division Superintendent





Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY FOR GOVERNANCE AND OPERATIONS

MEMORANDUM

DM-OUOPS-2026-15-08134

TO : ALL REGIONAL DIRECTORS
ALL SCHOOLS DIVISION SUPERINTENDENTS
ALL SCHOOL HEADS
ALL OTHERS CONCERNED

FROM : MALCOLM S. GARMA
Undersecretary for Governance and Operations


JOCELYN DR ANDAYA
Regional Director, NCR
Concurrent Officer-in-Charge, Office of the
Assistant Secretary for Governance and Operations

SUBJECT : REITERATION OF UPHOLDING AND RESPECTING RELIGIOUS
DIVERSITY IN PUBLIC SCHOOLS

DATE : JAN

This Memorandum is issued to reiterate the Department of Education's commitment in **upholding and respecting the religious beliefs, convictions, and practices of learners and school personnel**, in accordance with the 1987 Philippine Constitution and existing DepEd policies. Article III, Section 5 of the Constitution provides that "No law shall be made respecting an establishment of religion, or prohibiting the free exercise thereof. The free exercise and enjoyment of religious profession and worship, without discrimination or preference, shall forever be allowed.", while Article XIV, Section 3(3) mandates that "At the option expressed in writing by the parents or guardians, religion shall be allowed to be taught to their children or wards in public elementary and high schools within the regular class hours by instructors designated or approved by the religious authorities of the religion to which the children or wards belong, without additional cost to the Government."

In line with these constitutional principles, **DepEd Order (DO) No. 53, s. 2001**, **DepEd Memorandum No. 3, s. 2010**, and **DO No. 105, s. 2010** provide that public schools shall respect the diverse religious beliefs and non-belief of learners and personnel, participation in any religious activity shall be strictly voluntary, and no individual shall be compelled, coerced, or pressured to participate in religious practices or be subjected to discrimination for declining to do so. These issuances likewise emphasize that the conduct of religious activities within school premises must not disrupt regular classes nor infringe upon the rights and convictions of others.



16th floor, Techzone Building, 211 Sen. Gil Puyat Ave., San Antonio Village, Makati, Metro Manila, 1203
Telephone Nos. (02) 8831 5313; (02) 8631 8492
Email Address: ouops@deped.gov.ph | Website: www.deped.gov.ph

Doc. Ref. Code	DM-OUOPS-2026-15-08134	Rev.	01
Effectivity	01-23-23	Page	1 of 2



All DepEd officials, school heads, teachers, and personnel are hereby enjoined to **foster an inclusive, respectful, and non-discriminatory school environment** where the religious beliefs, convictions, and practices of all members of the school community are recognized and protected. Schools are further directed to exercise prudence in the planning and implementation of school activities to ensure that no act, policy, or practice directly or indirectly undermines the freedom of religion of learners and personnel.

Immediate dissemination of and strict compliance with this Memorandum are hereby directed.



16th floor, Techzone Building, 213 Sen. Gil Puyat Ave., San Antonio Village, Makati, Metro Manila, 1203

Telephone Nos.: (02) 8633-5313; (02) 8631-8492

Email Address: ouops@deped.gov.ph | Website: www.deped.gov.ph

Doc. Ref. Code	OM-ENDORSE	Rev	01
Effectivity	03.23.23	Page	2 of 2

