



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY FOR GOVERNANCE AND OPERATIONS



MEMORANDUM

DM-OUOPS-2025-12-08134

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 : 1/27/26

DepEd Regional Office No. 02



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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.



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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.

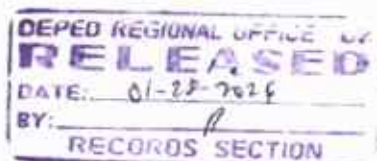
January 27, 2026

To: **SCHOOLS DIVISION SUPERINTENDENTS**

For information, dissemination, and appropriate action.

BENJAMIN D. PARAGAS PhD, CESO III
Director IV / Regional Director

CLMD/OVC/rop



MEMORANDUM		Date: 1/29/2026	Released (Records): <i>Queen</i>
To:	<input checked="" type="checkbox"/> PSDS/DICs	<input checked="" type="checkbox"/> Elem/Sec School Heads	
	<input type="checkbox"/> Private Schools	<input type="checkbox"/> Others:	
For:	<input checked="" type="checkbox"/> Information	<input checked="" type="checkbox"/> Dissemination	
	<input checked="" type="checkbox"/> Guidance	<input type="checkbox"/> Strict Compliance	
ORLANDO E. MANUEL PhD., CESO V Schools Division Superintendent			
By:	<input checked="" type="checkbox"/> [Signature]	<input type="checkbox"/> [Signature]	<input type="checkbox"/> [Signature]