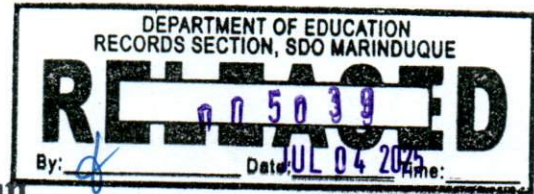




Republic of the Philippines  
**Department of Education**  
SCHOOLS DIVISION OF MARINDUQUE



**Office of the Schools Division Superintendent**

**DIVISION MEMORANDUM**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Public and Private Elementary and Secondary School Heads  
All Others Concerned

FROM:   
**LYNN G. MENDOZA, EdD**  
OIC – Schools Division Superintendent

SUBJECT: **DISSEMINATION OF MEMORANDUM NO. DM-OUHROD-2025-1779  
RE: REITERATION OF THE ZERO TOLERANCE POLICY ON  
CORRUPTION IN PERSONNEL ACTIONS WITHIN THE  
DEPARTMENT**

DATE: July 4, 2025

Attached is Memorandum No. DM-OUHROD-2025-1779 regarding the Reiteration of the Zero Tolerance Policy on Corruption in Personnel Actions within the Department for information, dissemination, and compliance of all concerned.

Please be guided accordingly.

/OSDS-DEN



Address: T. Roque St., Malusak, Boac, Marinduque  
Tel. No.: (042) 754-0247 • Fax No.: (042) 332-1611  
Email: [marinduque@deped.gov.ph](mailto:marinduque@deped.gov.ph)  
Website: <https://depedmarinduque.com>



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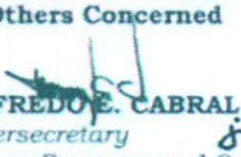
## Department of Education

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

### MEMORANDUM

DM-OUHROD-2025-1779

TO : Regional Directors  
Schools Division Superintendents  
All Others Concerned

FROM :  **WILFREDO E. CABRAL**  
Undersecretary  
Human Resource and Organizational Development

SUBJECT : **REITERATION OF THE ZERO TOLERANCE POLICY ON CORRUPTION  
IN PERSONNEL ACTIONS WITHIN THE DEPARTMENT**

DATE : 04 July 2025

This issuance reiterates the Department's **Zero Tolerance Policy** against corruption, especially "pay-for-position" schemes in appointments, promotions, and designations within the Department.

All Regional Directors (RDs) and Schools Division Superintendents (SDS) must ensure **strict compliance with existing recruitment, selection, and appointment policies**. All personnel actions must follow transparent, merit-based processes using Comparative Assessment Results. To implement this directive, the concerned field officials and personnel are advised to adhere to the following instructions:

1. Post the DepEd Advisory dated 26 June 2025 on official bulletin boards, websites, and social media.
2. Include the advisory in applicant orientations and ranking procedures.
3. Establish ways of securing information from applicants that they have read and understood the advisory.

Further, all RDs must monitor compliance. Any individual involved in corrupt practices will face administrative, civil, and criminal penalties under Republic Act (R.A) No. 3019 "Anti-Graft and Corrupt Practices Act," R.A. No. 6713 "Code of Conduct and Ethical Standards for Public Officials and Employees," and other relevant laws.

Incidents of "item buying" must be reported to the Office of the Secretary ([osec@depd.gov.ph](mailto:osec@depd.gov.ph)), Office of the Undersecretary for Human Resource and Organizational Development ([usec.hrod@depd.gov.ph](mailto:usec.hrod@depd.gov.ph)), Office of the Undersecretary for Legal and Legislative Affairs ([oula@depd.gov.ph](mailto:oula@depd.gov.ph)), or law enforcement agencies such as the National Bureau of Investigation or the Philippine National Police. Whistleblowers are assured of confidentiality and protection of their identities.

Strict compliance is required.

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OFFICE OF THE SECRETARY