



Republic of the Philippines
Department of Education

REGION IV- A CALABARZON
CITY SCHOOLS DIVISION OF THE CITY OF TAYABAS

16 September 2026

DIVISION MEMORANDUM

No. **620** s. 2026

**CLARIFICATION ON THE VOLUNTARY NATURE OF PRIDE MONTH ACTIVITIES
AND GUIDELINES ON ITS OBSERVANCE**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Heads, Public Elementary and Secondary Schools
Heads, Unit/Section
All Others Concerned

1. In reference to **Unnumbered Memorandum** issued by the Department of Education with the subject **Clarification on the Voluntary Nature of Pride Month Activities and Guidelines on its Observance**, this Office reiterates that participation in activities conducted in relation to the Pride Month Celebration is strictly voluntary for both DepEd personnel and learners.
2. A copy of the Memorandum is attached in Enclosure 1.
3. Immediate dissemination of this Memorandum is desired.

For:

CELEDONIO B. BALDERAS JR.
Schools Division Superintendent

By:


CONRADO C. GABARDA
Administrative Office V
Officer-in-Charge

Encl.: As stated

Reference: Unnumbered Memorandum from Department of Education
To be indicated in the Perpetual Index
under the following subjects:

PRIDE MONTH

SGOD- clarification on the voluntary nature of pride month activities and guidelines on its observance
RECDGBHS-010410/September 16, 2026



Address: Brgy. Poto, Tayabas City
Telephone No.: (042) 785-9615
Email Address: tayabas.city@deped.gov.ph
Website: <https://www.sdotayabascity.ph>



Republika ng Pilipinas
Department of Education
OFFICE OF THE SECRETARY

MEMORANDUM

TO : **Regional Directors**
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

FROM : **ATTY. FATIMA LIPP D. PANONTONGAN**
Undersecretary and Chief of Staff



SUBJECT: **CLARIFICATION ON THE VOLUNTARY NATURE OF PRIDE MONTH ACTIVITIES AND GUIDELINES ON ITS OBSERVANCE**

DATE : 10 September 2026

This Office issues this Memorandum to provide clarity and guidance to all Regional Offices, Schools Division Offices, and public schools regarding the observance of Pride Month and the conduct of related activities, in reference to DepEd Memorandum (DM) No. 041, s. 2026, titled "2026 Pride Month Celebration in the Department of Education"¹ and Executive Order No. 51, s. 2023, titled "Reinforcing the Diversity and Inclusion Program, Reconstituting the Inter-Agency Committee on Diversity and Inclusion, and Creating the Special Committee on Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual (LGBTQIA+) Affairs".²

Pursuant to Paragraphs 5 and 6 of DM 041, s. 2026, DepEd offices across all governance levels were "encouraged to organize and implement meaningful and relevant activities" in observance of Pride Month, under the theme, "DepEd's Pride: Where Every Identity Belongs." Hence, it bears emphasis that participation in activities conducted in relation to the Pride Month Celebration was **strictly voluntary** for both DepEd personnel and learners. There is no penalty, whatsoever, that was imposed should a learner refuse to participate in Pride Month activities. Accordingly, while the Department continues to uphold its institutional commitment to inclusivity, respect, and non-discrimination in the workplace and learning environment, participation in Pride Month activities was not mandatory on the part of the learners. Rather, such activities were merely intended as avenues for self-expression for those who wanted to participate.

To ensure proper implementation and alignment with the Department's core mandate, field offices and schools shall be guided by the following principles:

- **Protection of Instructional Time and Regular Operations:** Aligned with DepEd Order No. 009, s. 2026, titled "Guidelines on the Implementation of the Three-Term School Calendar in Basic Education," the participation of schools

¹ June 24, 2026.

² December 22, 2023.

and offices in any related activities must remain strictly consistent with existing policies on instructional time and learner welfare. It is strictly mandated that such activities shall not, under any circumstances, disrupt the regular conduct of classes, delivery of basic education services, and other educational priorities.

- **Parental and Stakeholder Engagement:** The Department fully recognizes the indispensable role of parents and guardians as primary partners in the education and development of learners. Schools and offices are highly encouraged to foster open communication and meaningful engagement with stakeholders, including parental consultation, in the planning and implementation of any programs and initiatives that may affect learners and their welfare.
- **Flexibility and Context-Sensitivity:** Offices and schools are granted the flexibility to design and implement activities that are age-appropriate, context-sensitive, and highly responsive to the specific needs and values of their learners and communities.

The Department remains steadfast in upholding its mandate to provide a safe, nurturing, and learner-friendly environment where all learners and employees are treated with absolute dignity and respect. The Department will continue to implement policies that advance inclusion, prevent discrimination, and support the holistic well-being of every member of the DepEd community.

For further inquiries or clarifications regarding this matter, field offices may contact the Gender and Development Focal Point System (GFPS) Secretariat through email at gfps.secretariat@deped.gov.ph, copy furnished the Bureau of Human Resource and Organizational Development - Employee Welfare Division (BHROD-EWD) at bhrod.ewd@deped.gov.ph.

For information and guidance.