Republic of the Philippines
Department of Education
REGION IV-A CALABARZON
SCHOOLS DIVISION OF BATANGAS

14 Oct 2026

DIVISION MEMORANDUM
No. 501, s. 2026

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

To: Assistant Schools Division Superintendents
Chief- Curriculum Implementation Division (CID)
Chief- School Governance and Operations Division (SGOD)
Education Program Supervisor in-charge of Private Schools
Public Schools District Supervisors
Private Elementary and Secondary School Heads
All others concerned

1. Attached herewith is Regional Memorandum re: *Clarification on the Voluntary Nature of Pride Month Activities and Guidelines on its Observance.*

2. Immediate and widest dissemination of this Memorandum is earnestly desired.

MARITES A. IBAÑEZ, CESO V
Schools Division Superintendent

RVR/ Clarification on the Voluntary Nature of Pride Month Activities and Guidelines on its Observance /S2-115280/10-14-2026

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Republika ng Pilipinas
Department of Education
OFFICE OF THE SECRETARY

SEP 14 2026
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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.