



Republic of the Philippines  
**Department of Education**  
Region XI  
SCHOOLS DIVISION OF DIGOS CITY

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**OFFICE OF THE SCHOOLS DIVISION SUPERINTENDENT**

**DIVISION MEMORANDUM**

**OSDS-2025-** 266

To : **ATTY. CLARISSE JOY C. ARNAEZ-LLABAN**

Subject : **ATTENDANCE TO THE COMPREHENSIVE TRAINING  
ON SAFE SPACES ACT FOR SCHOOLS AND  
WORKPLACES: CREATING A CULTURE OF SAFETY,  
INCLUSIVITY AND RESPECT**

Date : **September 3, 2025**

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Pursuant to Regional Memorandum ORD-2025-088, relative to the **Conduct of Comprehensive Training on Safe Spaces Act for Schools and Workplaces: Creating a Culture of Safety, Inclusivity and Respect**, you are hereby directed to attend the said conference on September 8-11, 2025, at Panorama Summit Hotel, Davao City.

Travel Expenses shall be charged against local funds, subject to usual accounting and auditing rules and regulations. Compensatory Overtime Credits (COC) shall be granted for service rendered during Saturdays, Sundays, or Holidays (DepEd Order No. 53, s. 2003).

For your information and strict compliance.

For in the absence of the  
Schools Division Superintendent  
**MELANIE P. ESTACIO, Ph.D, CESO VI**

DepEd Schools Division of Digos City  
RECORDS SECTION

**RELEASED**  
DATE: SEP 03 2025 TIME: 4:17 PM  
BY: [Signature]

Enclosed: As stated.

[Signature]  
**SOLLIE B. OLIVER, JD, MATE**  
Chief ES, SGOD  
Officer-in-Charge





Republic of the Philippines  
**Department of Education**  
DAVAO REGION

September 1, 2025

REGIONAL MEMORANDUM  
ORD-2025-088

ATTENDANCE TO THE COMPREHENSIVE TRAINING ON SAFE SPACES ACT FOR  
SCHOOLS AND WORKPLACES: CREATING A CULTURE OF SAFETY,  
INCLUSIVITY, AND RESPECT

To: Assistant Regional Director  
Schools Division Superintendents  
*Davao City, Tagum City, Davao del Sur  
Davao Occidental, Digos City, Davao de Oro  
and Davao Oriental Divisions*

1. Herewith is the Memorandum dated June 18, 2025, from Atty. Janine Nicole O. Chua, Director IV, Legal Service, relative to the **Conduct of Comprehensive Training on Safe Spaces Act for Schools and Workplaces: Creating a Culture of Safety, Inclusivity, and Respect** on September 8-11, 2025, at Panorama Summit Hotel, Davao City. The following legal officers are directed to attend the conference:

| NAME                           | OFFICE           |
|--------------------------------|------------------|
| Atty. Immaculate Clark-Malinao | Davao City       |
| Atty. Kennerly Malinao         | Tagum City       |
| Atty. Maruli Ali G. Sanchez    | Davao del Sur    |
| Atty. Glein Mark Bodiongan     | Davao Occidental |
| Atty. Clarisse Arnaiz-Llaban   | Digos City       |
| Atty. Armando Dalisay Jr.      | Davao de Oro     |
| Atty. Jimar Balo               | Davao Oriental   |
| Atty. Shemelyn G. Bilbao       | RO               |
| Atty. Lorenza C. Pitulan       | RO               |

2. For more details relative to this Memorandum, refer to the attached document.
3. For strict compliance.

**REBONFAMIL R. BAGUIO**  
Director III  
Officer-in-Charge  
Office of the Regional Director

DEPARTMENT OF EDUCATION  
RECORDS SECTION  
**RELEASED**

Enclosed: As Stated

ORD/ LU 4/mcc



Address: F. Torres St., Davao City (8000)  
Telephone Nos.: (082) 291-0051  
Email Address: region11@deped.gov.ph  
Website: www.depedroxi.ph







Republic of the Philippines  
**Department of Education**  
OFFICE OF THE DIRECTOR FOR LEGAL SERVICE

MEMORANDUM  
ODLS-2025-00188

**FOR :** UNDERSECRETARY FOR LEGAL AND LEGISLATIVE AFFAIRS  
CHIEF, INVESTIGATION DIVISION  
CHIEF, LEGAL DIVISION  
REGIONAL DIRECTORS  
ALL OTHERS CONCERNED

**FROM :** *[Signature]*  
ATTY. JANINE NICOLE O. CHUA  
Director IV, Legal Service

**SUBJECT :** CONDUCT OF COMPREHENSIVE TRAINING ON SAFE SPACES ACT  
FOR SCHOOLS AND WORKPLACES: CREATING A CULTURE OF  
SAFETY, INCLUSIVITY, AND RESPECT

**DATE :** JUN 13 2025

The 1987 Constitution emphasizes the value of the dignity of every human person, and guarantees full respect for human rights. Moreover, Section 2 of the Safe Spaces Act (SSA) underscores the policy of the State to recognize that both men and women must have equality, security, and safety not only in private, but also on the streets, public spaces, online, workplaces and educational training institutions. The Implementing Rules and Regulations (IRR) of the SSA further mandates the **Department of Education (DepEd) to conduct orientations on the law and its rules, and trainings on gender sensitivity, gender-based violence, sexual orientation, gender identity and expression (SOGIE), and other gender and development (GAD) topics.**

In compliance with the foregoing constitutional and statutory mandates, the Office of the Director for Legal Service (ODLS) of DepEd - Central Office (CO), in collaboration with its partners and stakeholders, intends to strengthen the legal arm of DepEd through the conduct of capacity-building training of legal officers and lawyers, in the CO and field offices, handling cases of sexual harassment and gender-based sexual harassment. This training aims to improve the delivery of legal service of DepEd by educating and equipping the participants with the necessary knowledge and expertise on the SSA and related case and statutory laws, and the compliance of DepEd and its schools particularly on the constitution of the Committee on Decorum and Investigation (CODI). Accordingly, the ODLS intends to conduct a comprehensive training on the following:

1. Republic Act No. 11313 or the Safe Spaces Act and its IRR;
2. Case and statutory laws in relation to the SSA and its IRR; and
3. Sexual Orientation, Gender Identity, and Gender Expression (SOGIE) and Gender and Development (GAD).

Section 14, Article II, 1987 Constitution  
Republic Act No. 11313 (S. April 30, 2019)

**DepEd**



120 Mabini Blvd., DepEd Complex, Alabang, Muntinlupa, Metro Manila 1510  
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Page







Republic of the Philippines  
**Department of Education**  
OFFICE OF THE DIRECTOR FOR LEGAL SERVICES

Annex A

**LIST OF PARTICIPANTS**

*Legal and Compliance Affairs  
Office of the Director, Legal Services*

**Creating a Culture of Safety, Inclusivity, and Respect: A Comprehensive Training on  
RA 11313 for Schools and Workplaces  
05 to 08 August 2025**

**Participants**

1. Superintendent/Head Office of the Director for Legal Services:
  1. Atty. Angeline Queta Castillo
  2. Atty. Aracelis Callesco
  3. Atty. Mark Joseph Gabriel Ampas
  4. Atty. Margareth Jennifer Calaverera
2. Representatives from Alternative Dispute Resolution:
  1. Atty. Ruffin P. Rosales
  2. Atty. Patricia T. Dato Cruz
3. Representatives from Office of the Undersecretary for Legal and Legislative Affairs (OULALA):
  1. Representatives from Legal Services - Investigative Division (ID)
  2. Representatives from Legal Services - Legal Division (LD)
  3. Legal Services Support Region (LSSR) (optional)
    1. Lawyer
    2. Lawyer-in-Chief (LIC)



Republic of the Philippines  
**Department of Education**  
OFFICE OF THE DIRECTOR FOR LEGAL SERVICE

## ADVISORY

18 August 2025

In reference to **MEMORANDUM ODLIS 2025-00188** dated 18 June 2025 titled **"Conduct of Comprehensive Training on Safe Spaces Act for Schools and Workplaces: Creating a Culture of Safety, Inclusivity, and Respect,"** please be informed of the following details:

| Date  | Venue   |
|---|---|
| <b>September 8-11, 2025</b><br>(Inclusive of travel time) | <b>Panorama Summit Hotel</b><br>Km 7 Tigatto Rd. Buhangin, Davao City |

The program will start at exactly 2:00 PM of Day 0 (Sept. 8) and end at 2:00 PM of Day 3 (Sept. 11). Provision of meals and accommodations will be as follows:

|           | <b>Sept. 8<br/>(Day 0)</b> | <b>Sept. 9<br/>(Day 1)</b> | <b>Sept. 10<br/>(Day 2)</b> | <b>Sept. 11<br/>(Day 3)</b> |
|-----------|----------------------------|----------------------------|-----------------------------|-----------------------------|
| Breakfast |                            |                            |                             |                             |
| AM Snack  |                            |                            |                             |                             |
| Lunch     |                            |                            |                             |                             |
| PM Snack  |                            |                            |                             |                             |
| Dinner    |                            |                            |                             |                             |

For more information and/or clarification, please contact Ms. Gilyn Crisostomo through ODLIS email address at [gilyn.crisostomo@deped.gov.ph](mailto:gilyn.crisostomo@deped.gov.ph) or telephone number (02) 8633-5439.

For your information:

**ATTY. JANINE NICOLE O. CHUA**  
*Director IV, Legal Service*