



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

DIVISION ADVISORY
NO. 212, s. 2025

SEP 03 2025

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

This Office disseminates this Advisory from the Civil Service Commission Regional Office III titled **"Prohibition Against Gambling During Office Hours"**. This prohibition applies regardless of whether the gambling activity is conducted within or outside government premises, and whether the platform used is legal or licensed.

Engaging in any form of gambling in the workplace, whether physical or virtual, may constitute conduct prejudicial to the best interest of service, and **may be subject to administrative sanctions** in accordance with existing civil service rules and regulations.

Attached herewith is a copy of the Advisory for information and guidance.

For widest dissemination and strict enforcement.

CAROLINA S. VIOLETA, EdD, CESO V
Schools Division Superintendent

Encl.: as stated

SO14/GL
September 3, 2025



ADVISORY

FOR : ALL GOVERNMENT OFFICIALS AND EMPLOYEES

SUBJECT : Prohibition Against Gambling During Office Hours

In line with the Civil Service Commission's continuing efforts to uphold integrity, efficiency, and public trust in the government service, all government officials and employees are hereby reminded that:

Engaging in any form of gambling, including but not limited to online gambling, mobile gaming with betting elements, and participation in land-based gambling establishments, is strictly prohibited during office hours.

This prohibition applies regardless of whether the gambling activity is conducted within or outside government premises, and whether the platform used is legal or licensed. Engaging in any form of gambling in the workplace, whether physical or virtual, may constitute conduct prejudicial to the best interest of the service, and may be subject to administrative sanctions in accordance with existing civil service rules and regulations.


Government agencies are likewise encouraged to issue internal guidelines and monitoring mechanisms to ensure compliance and to prevent any activity that may erode public trust in the civil service.

The CSC is currently studying further regulatory measures and supports legislative initiatives aimed at establishing a comprehensive ban on gambling activities among government personnel during work hours.

Let us all do our part in promoting ethical conduct and professionalism in public service.

Issued this 2nd day of September 2025.

For the Civil Service Commission:


ATTY. MARILYN B. YAP, DPA
Chairperson