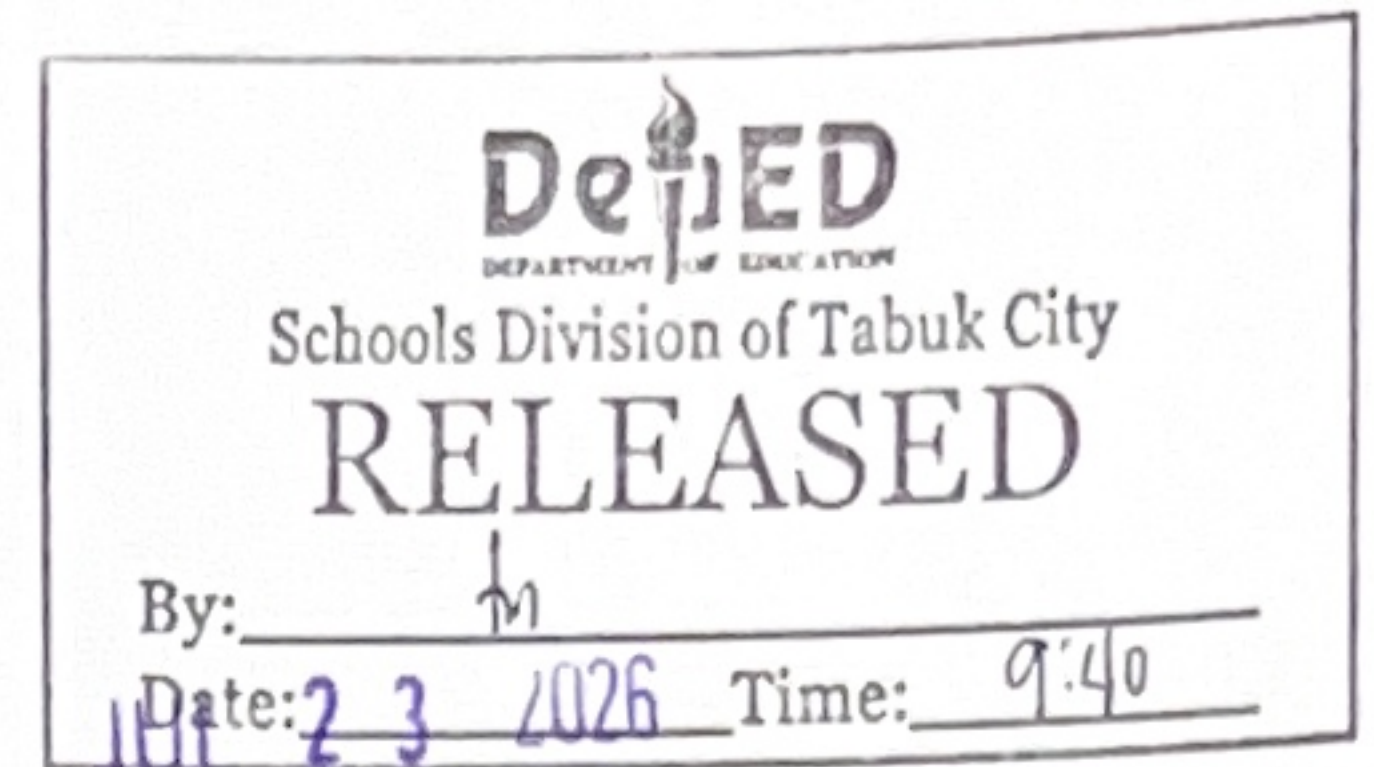




Republic of the Philippines
Department of Education
Cordillera Administrative Region
SCHOOLS DIVISION OF TABUK CITY



Office of the Schools Division Superintendent

July 22, 2026

DIVISION MEMORANDUM

NO. **330** s. 2026

TO: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
School Heads
Teachers-in-charge
Teachers
All Others Concerned

SUBJECT: **Reminder on Learners' Grooming and the Prohibition of Non-consensual Hair Cutting ("Kultap")**

1. Schools have the authority to adopt reasonable rules to maintain discipline, order, and a learning environment that is conducive to education. This authority includes prescribing reasonable standards on the grooming and appearance of learners through school rules or the student handbook.
2. This authority is based on the principle of *in loco parentis*, which means that while learners are under the supervision of the school, teachers and school officials exercise the care and authority that a parent would ordinarily exercise. However, this authority is not unlimited. It must always be exercised in a manner that respects the dignity, rights, and best interests of every learner.
3. Section 3(2), Article XIV of the **1987 Constitution** requires educational institutions to inculcate respect for human rights and develop moral character and personal discipline. Likewise, **Batas Pambansa Blg. 232**, otherwise known as the **Education Act of 1982**, recognizes both the authority of schools to maintain discipline and the right of learners to receive education in an environment conducive to their physical, mental, and moral development.
4. To protect learners, the Department of Education issued **DepEd Order No. 40, s. 2012**, otherwise known as the **Child Protection Policy**. Under **Section 2**, it is the policy of the Department to protect children from all forms of abuse, violence, exploitation, discrimination, bullying, and other acts that may be harmful to their development. The Annex to the same Order further considers as prohibited disciplinary measures those that ridicule, denigrate, or humiliate a learner, as well as other similar acts that expose a learner to embarrassment or public shame.
5. To strengthen the implementation of the Child Protection Policy, the Department also issued the **Supplemental Guidelines on the Implementation of DepEd Order No.**



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- 40, s. 2012, which were disseminated through **DepEd Memorandum No. 53, s. 2025**. These guidelines emphasize that discipline in schools should be **child-centered, restorative, and non-humiliating**, and that corrective measures should guide learners toward proper behavior without degrading or embarrassing them.
6. The practice commonly known as "**kultap**" where a portion of a learner's hair is cut because of non-compliance with the school's haircut policy, is intended to identify the learner before others. As a result, the learner may be subjected to embarrassment, ridicule, or stigmatization.
 7. While schools may require learners to maintain neat and proper hairstyles, there is no law or DepEd issuance that authorizes school personnel to cut or partially shave a learner's hair as a disciplinary measure. Instead, schools should enforce haircut policies through appropriate measures such as:
 - a. written reminders to parents/guardians and learners to comply with the grooming policy,
 - b. conferences with parents or guardians,
 - c. counseling, or
 - d. other reasonable disciplinary actions provided in the school's approved handbook, provided these measures are consistent with DepEd policies and respect the dignity of learners.
 8. This Division Memorandum shall underscore that the Schools Division of Tabuk City shall adopt the policy of no oplan hair cutting "kultap" of learners;
 9. Any violation of this policy shall be dealt with in accordance with applicable Civil Service Commission rules, DepEd regulations, and other existing laws and issuances.
 10. Immediate dissemination of and strict compliance with the memorandum are hereby directed.


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