



Republic of the Philippines
DEPARTMENT of AGRARIAN REFORM
ELLIPTICAL ROAD, DILIMAN, QUEZON CITY TELS. 997-031 TO 39

MEMORANDUM CIRCULAR

No. 22
Series of 1996

TO : ALL REGIONAL DIRECTORS
ALL BUREAU DIRECTORS
ALL PROVINCIAL AGRARIAN REFORM OFFICERS
ALL MUNICIPAL AGRARIAN REFORM OFFICERS
DIVISION CHIEFS & DAR EMPLOYEES

FROM : THE UNDERSECRETARY
Field Operations and Support Services

SUBJECT : "POISON LETTERS" AGAINST DAR OFFICIALS
AND PERSONNEL

The Central Office has been receiving "poison letters"/"white papers" which deal with character assassination or black propaganda against key officials and employees in the field. This is alarming because these letters are unsigned and senders claim to be "concerned" DAR Employees/Association or citizens. While we do not undermine the intention of these writers, we encourage positive attitudes of personnel towards work and harmony among employees and their superiors.

Organizational conflicts are always inevitable. But legitimate complaints against anybody in the Department must be properly expressed. Thus, any aggrieved party is encouraged to file charges so that the same shall be investigated accordingly and the person being charged shall be given due process. Concerned parties are encouraged to bring to the attention of the top management their legitimate concerns through proper grievance procedures so that the same shall be endorsed to proper body and dealt with accordingly.

In the interest of fairness and fair play, a proper decorum should be observed. Any form of character assassination or black propaganda is counter-productive and will not be wholesome to the work environment.

All DAR officials and employees are, therefore, directed to observe the professional work ethics and refrain from engaging in this type of dirty tactics. Any DAR official/employee who may be found to have circulated the "poison letters" and have gone beyond the bounds of propriety shall be dealt with administratively.

HECTOR D. SOLIMAN