

**[CSC MEMORANDUM CIRCULAR NO. 02, January
08, 1990]**

**SANCTIONS FOR VIOLATION OF THE INTEGRITY AND SANCTITY
OF CIVIL SERVICE EXAMINATIONS**

Pursuant to CSC Resolution No. 90-016 dated January 5, 1990, the Civil Service Commission hereby adopts the following policies and guidelines in the application of penalties/sanctions for violation of the integrity and sanctity of civil service examinations:

1. An act or omission, which includes, among others, cheating or act of tolerating and/or giving assistance to ensure the commission of cheating or the fraudulent act during examination, which constitutes violation of the integrity of civil service examinations shall be categorized as an act of Dishonesty, Conduct Prejudicial to the Best Interest of the Service or Grave Misconduct, as the case may be, and shall be penalized in accordance with the approved schedule of penalties.
2. A government employee who is an examinee or who is assigned as examiner, proctor, watcher, supervisor or in whatever official capacity, in connection with the conduct of the civil service examinations, who commits acts described under Item No. 1 which affect the integrity of these examinations shall be held liable for the above offenses in accordance with Presidential Decree No. 807 and CSC MC No. 30, series of 1989, among others.

Moreover, if found guilty and the penalty imposed is dismissal or forced resignation, said penalty shall carry with it the disqualification from taking future civil service examinations for a period not exceeding five (5) years but not less than one year, in addition to other disabilities prescribed by Civil Service Law, Rules and Regulations. Finally, any eligibility acquired during the period of disqualification shall be considered null and void.

3. Any person, who is not a government employee and who commits any act described under Item No. 1 shall be disqualified from taking future civil service examinations for a period not exceeding three (3) years but not less than one year and the consequent eligibility procured by fraudulent means shall be cancelled accordingly. Moreover, any eligibility acquired during the period of disqualification shall be considered null and void.
4. Those persons mentioned in Item No. 3 who may wish to take civil service examination prior to the expiration of the period of disqualification may be allowed to take said examination upon proper clearance from this Commission based on meritorious grounds.