11 - 26 - 2021



SUBJECT: Update, Maintenance, and Quality Assurance of the DPWH Website

In line with the Department's thrust for transparency in its operations, all offices responsible for quality assurance of and providing data to the DPWH Website, shall follow their respective roles, responsibilities, and guidelines to ensure that information is always kept current and responsive to the needs of the public.

The Stakeholders Relations Service (SRS), as mandated, shall develop and implement the DPWH development communication program to ensure that policies, plans, programs, and activities be known to the public and shall:

- 1. Determine the content of the official Department website on the internet and intranet and recommend to the Management new web contents and design for approval;
- 2. Recommend sanctions for non-compliance of providing inputs for both websites;
- 3. Determine if the website addresses the needs of the DPWH internal and external users, such as Manuals, Issuances, and other information, which can help in their research and related work;
- 4. Screen all requests before web publications; and
- 5. Review the web contents/data if they are current or up-to-date and still relevant for public consumption.

The Information Management Service (IMS) shall be responsible for the web administration and its upkeep, including publication of web contents in coordination with SRS, along with the following:

- 1. Coordinate with the Department of Information and Communications Technology (DICT) to ensure that both websites contain the prescribed standard contents and format;
- 2. Provide technical assistance to web coordinators on their respective pages;
- 3. Ensure accessibility of the webpages in the DPWH Website to intended users, including checking that functions/capabilities of these webpages are operational; and
- 4. Ensure that page layout and all visual designs such as font, color, and size are consistent throughout.

The offices shown in Annex A shall be responsible for the regular update and maintenance of their respective pages, quality of data, and for ensuring that information is always kept current and responsive to the needs of the public. These offices shall designate their web coordinators who will liaise with SRS for web content concerns and IMS for posting.

Primary and Secondary Business Data Stewards for Data Governance and Division Chiefs not complying with the above and deadlines frequency, as stipulated in Annex 'A', shall be sanctioned based on the violations outlined in Annex B.

This Order shall take effect immediately and supersede the following:

- 1. Department Order 57, Series of 2011, Update, Maintenance, and Quality Assurance of the DPWH Website
- 2. Special Order 128 Series of 2011, Designation of DPWH Website Quality Assurance Team Members
- 3. Department Order 11, Series of 2012, Update, Maintenance, Quality Assurance of the DPWH Website
- 4. Department Order 45, Series of 2012, Update, Maintenance, and Quality Assurance of the DPWH Website (Amendment to D.O. 11 Series of 2012 Re Posting of Programs of Work-Annex A)

**ROGER G. MERCADO** 

**Acting Secretary** 

Department of Public Works and Highways
Office of the Secretary

WIN1P01736

Encl: (1) Annex A – Webpage Responsibility Matrix

(2) Annex B – Table of Violations with Corresponding Sanctions

11.1.1 ELF/RBC

Unless otherwise specified in the matrix below, the identified responsible offices with posting privileges on the internet website shall copy furnish Stakeholders Service (SRS) on all changes made to their respective webpages.

Data stewards are those identified by the latest applicable issuance on assignments of business data stewards for data governance.

New web posting requests shall be made by accomplishing the Request for Web Posting Form and submitting to SRS for evaluation and approval. Upon approval, SRS shall coordinate with necessary offices such as the Information Management Service (IMS) to ensure that requests be posted per the agreed deadline.

IMS shall post the approved contents within twenty-four (24) hours upon receipt unless otherwise specified in the responsibilities matrix below.

|     | Webpage               | Responsible Office(s) | Responsibility   | Deadlines/<br>Frequency |
|-----|-----------------------|-----------------------|--|-------------------------|
| I.  | Homepage              | IMS                   | Coordinate with<br>DICT regarding<br>web design<br>standards | As needed               |
|     |                       | SRS                   | Recommend for approval new web contents and design concept   | As needed               |
| II. | About                 |                       |  |                         |
|     | A. About DPWH         | SRS                   | Provide content  | As needed               |
|     | B. History            | SRS                   | Provide content  | As needed               |
|     | C. Former Secretaries | SRS                   | Provide content  | As needed               |
|     | D. About the Logo     | SRS                   | Provide content  | As needed               |

| Webpage                 | Responsible<br>Office(s)                                     | Responsibility           | Deadlines/<br>Frequency  |
|-------------------------|--|--------------------------|--|
| E. Annual Budget        | Planning Service<br>(PS)                                     | Provide content          | As needed  |
| F. Organizational Chart | Human Resource<br>and<br>Administrative<br>Service<br>(HRAS) | Provide content          | For delegation of authorities or areas of authority, upon issuance of a Special Order (SO).  For changes in the DPWH Office line-up (creation, renaming, merging, etc.), upon issuance of a Department Order (DO). |
| G. Manpower Complement  | HRAS   | Provide content          | As needed  |
| III. Announcements      | SRS  | Provide and post content | As needed  |
| IV. News                | SRS  | Provide and post content | As needed  |
| V. Careers              |  |                          |  |
| A. Vacancies            | HRAS   | Provide and post content | As needed  |
| B. How to Apply         | HRAS   | Provide content          | As needed  |
| VI. References          |  |                          |  |

|      | Webpage                         | Responsible Office(s)                                       | Responsibility                          | Deadlines/<br>Frequency                        |
|------|---------------------------------|---|---|--|
|      | A. DPWH Atlas                   | PS  | Provide content                         | Annually                                       |
|      | B. Road and Bridge<br>Inventory | PS  | Provide content                         | Annually                                       |
|      | C. StreaMS                      | Bureau of Design<br>(BOD)                                   | Update data using application concerned | As needed                                      |
|      | D. Laws, Codes, Orders          | Originating office  | Provide content                         | As needed                                      |
|      | E. Guidelines, Manuals          | Originating office  | Provide content                         | As needed                                      |
|      | F. Standard Design              | Originating office  | Provide content                         | As needed                                      |
|      | G. Reports                      | Originating office  | Provide content                         | As needed                                      |
|      | H. DPWH Annual Reports          | SRS   | Provide content                         | As needed                                      |
|      | I. Issuances                    | Originating office  | Provide content                         | As needed                                      |
|      |                                 | HRAS  | Post issuance                           | Twenty-four (24) hours upon receipt of request |
| VII. | Secretary's Corner              | SRS in coordination with the Office of the Secretary (OSEC) | Provide content                         | As needed                                      |

|       |  | W  | /ebpage   | Responsible Office(s)   | Responsibility           | Deadlines/<br>Frequency |  |  |  |
|-------|--|--|---|-------------------------|--------------------------|-------------------------|--|--|--|
| VIII. | Tra  | nspai  | rency   |                         |                          |                         |  |  |  |
|       | Α.   | Sym  | bolism  | SRS                     | Provide content          | As needed               |  |  |  |
|       | B. The DPWH's Mandate and F<br>Designation, and Contact In |  |   |                         | f its Officials with the | eir Position and        |  |  |  |
|       |  | 1.   | Mandate and Functions   | SRS                     | Provide content          | As needed               |  |  |  |
|       |  | 2.   | History   | SRS                     | Provide content          | As needed               |  |  |  |
|       |  | 3.   | Mission and Vision  | SRS                     | Provide content          | As needed               |  |  |  |
|       |  | 4.   | Key Officials and<br>Directory  | SRS                     | Provide content          | As needed               |  |  |  |
|       | C.   | C. Budget and Financial Accountability Reports |   |                         |                          |                         |  |  |  |
|       |  | 1.   | Statement of<br>Allotment,<br>Obligation and<br>Balances<br>(FAR No. 1)                       | Finance Service<br>(FS) | Provide content          | Quarterly               |  |  |  |
|       |  | 2.   | Monthly and<br>Quarterly Report of<br>Disbursements (FAR<br>No. 4)<br>(formerly<br>BAR No. 5) | FS                      | Provide<br>content       | Monthly                 |  |  |  |
|       |  | 3.   | Quarterly Physical<br>Performance Report<br>of Operation<br>(BAR No. 1)                       | PS                      | Provide<br>content       | Quarterly               |  |  |  |

|       | Webpage   | Responsible Office(s) |                          | Deadlines/<br>Frequency |
|-------|---|-----------------------|--------------------------|-------------------------|
| 4.    | Quarterly Report of Income (FAR No. 5)  | FS                    | Provide content          | Quarterly               |
| 5.    | Financial Plan (BED<br>No. 1)   | FS                    | Provide content          | Annually                |
| 6.    | Physical Plan (BED<br>No. 2)  | PS                    | Provide content          | Annually                |
| 7.    | Monthly<br>Disbursement<br>Program<br>(BED No. 3)                             | FS                    | Provide content          | Annually                |
| 8.    | Aging of Due and<br>Demandable<br>Obligations<br>(FAR No. 3)                  | FS                    | Provide content          | Annually                |
| 9.    | Consolidated Utilization of the 3.50% Engineering and Administrative Overhead | FS                    | Provide<br>content       | Quarterly               |
| D. DE | BM Approved Budgets an  | d Corresponding Ta    | rgets                    |                         |
| 1.    | List of Approved<br>Realigned/ Modified<br>Projects of DPWH                   | PS                    | Provide and post content | As needed               |

|    | W   | /ebpage                                | Responsible<br>Office(s)   | Responsibility           | Deadlines/<br>Frequency   |  |  |  |  |
|----|---|--|--|--------------------------|---|--|--|--|--|
|    | 2.  | General<br>Appropriations Act<br>(GAA) | PS   | Provide content          | Annually  |  |  |  |  |
| E. | E. Major Programs and Projects categorized in accordance with the 0+10 Socioeconomic Agenda |  |  |                          |   |  |  |  |  |
|    | 1.  | Projects                               | PS   | Provide and post content | As needed   |  |  |  |  |
|    | 2.  | Status of<br>Implementation            | Bureau of<br>Construction<br>(BOC)   | Provide and post content | Every 5 <sup>th</sup> of the month following the reporting month  |  |  |  |  |
|    | 3.  | Beneficiaries                          | PS   | Provide content          | As needed   |  |  |  |  |
| F. |   | ual Procurement Plan, (<br>sultants    | Contracts Awarded, a   | and the Name of Co       | ntractors / Suppliers /   |  |  |  |  |
|    | 1.  | Annual Procurement<br>Plan             | Concerned Region Office (RO) / District Engineering Office (DEO) or Procurement Service (PrS) for centrally procured civil works contracts | Post                     | First submission January 31 <sup>st</sup> of the current fiscal year  Changes within the 1 <sup>st</sup> semester July of the current fiscal year  Changes within the 2 <sup>nd</sup> semester July of the succeeding fiscal year |  |  |  |  |
|    | 2.  | Procurement<br>Monitoring Reports      | Concerned Region Office (RO) / District Engineering Office (DEO) or PrS for centrally procured civil works contracts                       | Post                     | 1 <sup>st</sup> semester July 14 <sup>th</sup> of the current fiscal year  2 <sup>nd</sup> semester January 14 <sup>th</sup> of the succeeding fiscal year  |  |  |  |  |

|    |     | Webpage   | Responsible<br>Office(s)   | Responsibility           | Deadlines/<br>Frequency  |  |  |  |  |  |
|----|-----|---|--|--------------------------|--|--|--|--|--|--|
|    |     | 3. Contracts Awarded and the Names of Contractors/ Consultants/Supplier                     | Concerned Region Office (RO) / District Engineering Office (DEO) or PrS for centrally procured civil works contracts | Post                     | For Contracts Awarded, within 15 calendar days from Notice to Proceed (NTP) issuance  For names of Contractors/ Consultants/Supplier, annually and as needed |  |  |  |  |  |
|    | G.  | Quality Management<br>System Certification  | Quality<br>Management<br>System Core<br>Team   | Provide content          | As needed  |  |  |  |  |  |
|    | Н.  | System of Ranking<br>Delivery Units for<br>Performance-Based<br>Bonus (PBB)                 | Corporate Planning and Management Division (CPMD)  | Provide content          | Annually   |  |  |  |  |  |
|    | I.  | The Agency Review and<br>Compliance Procedure of<br>Statements and Financial<br>Disclosures | HRAS   | Provide content          | As needed  |  |  |  |  |  |
|    | J.  | Freedom of Information  | DPWH FOI<br>Committee  | Provide content          | As needed  |  |  |  |  |  |
|    | K.  | Report of Income  | FS   | Provide content          | Quarterly  |  |  |  |  |  |
|    | L.  | PBB Report Cards  | CPMD   | Provide content          | As needed  |  |  |  |  |  |
| X. | Pro | rojects   |  |                          |  |  |  |  |  |  |
|    | A.  | Infrastructure  | ВОС  | Provide and post content | Every 5 <sup>th</sup> of the month following the reporting month   |  |  |  |  |  |
|    | В.  | Infrastructure – Program of Work (POW)  | Implementing<br>Offices (IO)   | Provide and post content | Within the day of approval   |  |  |  |  |  |

|      |                         | Webpage   | Responsible<br>Office(s)   | Responsibility  | Deadlines/<br>Frequency   |  |  |  |  |  |
|------|-------------------------|---|--|---|---|--|--|--|--|--|
|      | C.                      | Infra Statistics  | Data Stewards of<br>each respective<br>data<br>domain/categories | Provide content   | As needed   |  |  |  |  |  |
|      | D. GIS Web Applications |   | Data Stewards of<br>each respective<br>data<br>domain/categories | Provide and post content  | As needed   |  |  |  |  |  |
|      | E.                      | Public-Private Partnership                                | Public-Private<br>Partnership<br>Service<br>(PPPS)               | Provide and post content  | As needed   |  |  |  |  |  |
| X.   | Contact Us              |   |  |   |   |  |  |  |  |  |
|      | A.                      | Feedback  | SRS  | Analyze<br>feedback and<br>send Requests<br>for Action<br>(RFAs) to<br>concerned<br>Offices | As specified in the Ease of Doing Business Law (Republic Act No. 11032) |  |  |  |  |  |
|      | В.                      | Directory   | HRAS   | Provide and post content  | Upon issuance of a<br>Special Order (SO)                                |  |  |  |  |  |
| XI.  | Gov                     | vernment Links  | SRS  | Provide content   | As needed   |  |  |  |  |  |
| XII. | Citizens                |   |  |   |   |  |  |  |  |  |
|      | Α.                      | Performance Governance<br>System (PGS) Scorecard          | CPMD   | Provide content   | Upon approval of<br>Management  |  |  |  |  |  |
|      | В.                      | Annual Budget   | PS   | Provide content   | As needed   |  |  |  |  |  |
|      | C.                      | Citizen's Charter   | SRS  | Provide content   | As needed   |  |  |  |  |  |
|      | D.                      | DPWH – Civil Society<br>Organization (CSO)<br>Partnership | SRS  | Provide content   | Upon approval of<br>Management  |  |  |  |  |  |

|       |     | W                                | ebp  | age   | Responsible<br>Office(s)  | Responsibility  | Deadlines/<br>Frequency  |
|-------|-----|----------------------------------|------|---|---|-----------------|--|
|       | E.  | DPWH Privacy Policy<br>Statement |      |   | SRS   | Provide content | Upon approval of<br>Management   |
| XIII. | Bus | siness                           |      |   |   |                 |  |
|       | A.  | Proc                             | uren | nent  |   |                 |  |
|       |     | 1.                               | Civi | l Works   |   |                 |  |
|       |     |                                  | a.   | Procurement<br>Procedures                       | PrS   | Provide content | As needed  |
|       |     |                                  | b.   | Bidding and<br>Award<br>Procedures              | PrS   | Provide content | As needed  |
|       |     |                                  | c.   | Registered<br>Contractors                       | PrS   | Provide content | As needed  |
|       |     |                                  | d.   | GPPB<br>Blacklisted<br>Contractors <sup>1</sup> | PrS   | Provide content | As needed  |
|       |     |                                  | e.   | Forms   | PrS   | Provide content | As needed  |
|       |     |                                  | f.   | Advertisements                                  | Concerned Region Office (RO) / District Engineering                       | Post            | Posted for seven (7) calendar days starting on date of advertisement   |
|       |     |                                  | g.   | Notices   | Office (DEO) or<br>PrS for centrally<br>procured civil<br>works contracts |                 | For Notice of Postponement/Extension of bid openings, or other notices related to procurement, as soon as possible |

 $<sup>^{1}</sup>$  GPPB Blacklisted Contractors is a direct link to the Blacklisted Entities webpage of the GPPB Website

| W  | /ebpa | age                                  | Responsible Office(s)                                     | Responsibility  | Deadlines/<br>Frequency  |
|----|-------|--------------------------------------|---|-----------------|--|
|    | h.    | Bid Bulletin                         |   |                 | Posted at least seven (7) calendar days before the deadline for the submission and receipt of bids |
|    | i.    | Notice of<br>Award                   |   |                 | Within three (3) calendar days from its issuance   |
|    | j.    | Notice to<br>Proceed                 |   |                 | Within fifteen (15) calendar days from its issuance  |
|    | k.    | Awarded<br>Contracts                 |   |                 | Within fifteen (15)<br>calendar days from NTP<br>issuance  |
|    | I.    | Contract<br>Agreement                |   |                 | Within fifteen (15)<br>calendar days from NTP<br>issuance  |
|    | m.    | Post-Contract<br>Award<br>Disclosure |   |                 | Ten (10) calendar days after the end of the reporting month  |
| 2. | Con   | sultancy                             |   |                 |  |
|    | a.    | Procurement<br>Procedures            | PrS   | Provide content | As needed  |
|    | b.    | Forms                                | PrS   | Provide content | As needed  |
|    | C.    | Advertisements                       | Concerned RO /<br>DEO or PrS for<br>centrally<br>procured | Post            | Posted for seven (7) calendar days starting on date of advertisement                               |
|    | d.    | Notices                              | consultancy<br>contracts                                  |                 | For Notice of Postponement/Extension of bid openings, or other notices related to                  |

| Webpage  | <b>a</b>                                 | Responsible<br>Office(s) | Responsibility  | Deadlines/<br>Frequency  |
|----------|--|--------------------------|-----------------|--|
|          |  |                          |                 | procurement, as soon as possible   |
| e. Bi    | id Bulletin                              |                          |                 | Posted at least seven (7) calendar days before the deadline for the submission and receipt of bids |
|          | otice of<br>ward                         |                          |                 | Within three (3) calendar days from its issuance   |
|          | otice to<br>roceed                       |                          |                 | Within fifteen (15) calendar days from its issuance  |
|          | warded<br>ontracts                       |                          |                 | Within fifteen (15)<br>calendar days from NTP<br>issuance  |
|          | ontract<br>greement                      |                          |                 | Within fifteen (15)<br>calendar days from NTP<br>issuance  |
| 3. Goods | and Services                             |                          |                 |  |
|          | egistration<br>rocedures                 | PrS                      | Provide content | As needed  |
| Αv       | dding and<br>ward<br>rocedures           | PrS                      | Provide content | As needed  |
| ВІ       | PPB<br>acklisted<br>ntities <sup>2</sup> | PrS                      | Provide content | As needed  |
| d. Fo    | orms                                     | PrS                      | Provide content | As needed  |

 $<sup>^{2}</sup>$  GPPB Blacklisted Entities is a direct link to the Blacklisted Entities webpage of the GPPB Website

| Webpage   | Responsible<br>Office(s)  | Responsibility  | Deadlines/<br>Frequency   |
|---|---|-----------------|---|
| e. Advertisements   | Concerned RO /<br>DEO or PrS for<br>centrally<br>procured goods | Post            | Posted for seven (7) calendar days starting on date of advertisement  |
| f. Notices  | and services contracts  |                 | For Notice of<br>Postponement/Extension<br>of bid openings, or other<br>notices related to<br>procurement, as soon as<br>possible |
| g. Bid Bulletin   |   |                 | Posted at least seven (7) calendar days before the deadline for the submission and receipt of bids before the opening of bids     |
| h. Notice of<br>Award   |   |                 | Within three (3) calendar days from its issuance  |
| i. Notice to<br>Proceed   |   |                 | Within fifteen (15) calendar days from its issuance   |
| B. Financial  |   | _               |   |
| <ol> <li>List of Due and Demandable Accounts         Payable – Advice to Debit Advice (LDDAP-ADA)     </li> </ol> | FS  | Post            | Daily   |
| C. Accreditation  |   |                 |   |
| 1. Batching Plants  | Bureau of<br>Research and<br>Standards<br>(BRS)                 | Provide content | As needed   |

|      | Webpage  |  | Responsible<br>Office(s)   | Responsibility     | Deadlines/<br>Frequency        |  |  |
|------|--|--|--|--------------------|--------------------------------|--|--|
|      | 2  | . Contractors' and<br>Consultants' Project<br>Engineers                                      | Bureau of<br>Quality and<br>Safety (BQS)                                   | Provide content    | As needed                      |  |  |
|      | 3  | . Field Engineer   | BQS  | Provide content    | As needed                      |  |  |
|      | 4  | . Materials Engineer<br>(Contractors /<br>Consultants /<br>DPWH)                             | BRS  | Provide content    | As needed                      |  |  |
|      | 5  | . Materials Testing<br>Laboratories  | BRS  | Provide content    | As needed                      |  |  |
|      | D. Fees and Charges  |  |  |                    |                                |  |  |
|      | 1  | . New Schedule of<br>Fees and Other<br>Charges on National<br>Building Code                  | Buildings Management Cluster, Unified Project Management Office (UPMO BMC) | Provide<br>content | As needed                      |  |  |
|      | 2  | . Schedule of Fees<br>and Charges for the<br>Laboratory Testing<br>of Construction<br>Supply | BRS  | Provide<br>content | As needed                      |  |  |
| XIV. | GIS Web Apps   |  | Data Stewards of<br>each respective<br>data<br>domain/categories           | Provide content    | As needed                      |  |  |
| XV.  | Quicklinks   |  |  |                    |                                |  |  |
|      | A. DPWH – Civil Society<br>Organization (CSO)<br>Partnership |  | SRS  | Provide content    | Upon approval of<br>Management |  |  |

| Webpage                       |  | Responsible Office(s)        | Responsibility   | Deadlines/<br>Frequency        |  |  |
|-------------------------------|--|------------------------------|--|--------------------------------|--|--|
| В.                            | Guidelines in Accepting<br>Central Office Visitors   | SRS                          | Provide content  | As needed                      |  |  |
| C. Public-Private Partnership |  |                              |  |                                |  |  |
|                               | Status of all PPP     Projects                       | PPPS                         | Provide and post content                                   | Monthly                        |  |  |
|                               | 2. List of<br>Proposed/Priority<br>Projects          | PPPS                         | Provide and post content                                   | Every six (6) months           |  |  |
| D.                            | Citizens Charter                                     | SRS                          | Provide content  | As needed                      |  |  |
| E.                            | FOI Manuals  | DPWH FOI<br>Committee        | Provide content  | As needed                      |  |  |
| F.                            | Performance Governance<br>System (PGS) Scorecard     | CPMD                         | Provide content  | Upon approval of<br>Management |  |  |
| G.                            | Document Tracking<br>System (DoTS) Online            | DoTS Centers and<br>Officers | Update data using application concerned                    | As needed                      |  |  |
| н.                            | Contractor Profile Application (CPA)                 | PrS                          | Review data<br>submitted using<br>application<br>concerned | As needed                      |  |  |
| I.                            | Electronic Bid Submission<br>Portal                  | PrS                          | Review data<br>submitted using<br>application<br>concerned | As needed                      |  |  |
| J.                            | DPWH Gender and<br>Development (GAD)                 | PS                           | Provide and post content                                   | As needed                      |  |  |
| K.                            | Computer Proficiency<br>Examination Results<br>(CPE) | IMS                          | Provide and post content                                   | As needed                      |  |  |

| Webpage                   | Responsible<br>Office(s) | Responsibility  | Deadlines/<br>Frequency |  |
|---------------------------|--------------------------|-----------------|-------------------------|--|
| L. National Building Code | UPMO-BMC                 | Provide content | As needed               |  |

# **Annex B** – Table of Violations with the Corresponding Sanctions

Pursuant to the expressed provisions of Section 22 c), Rule XIV, Book V of Executive Order No. 292, series of 1987, the corresponding penalties for violation of reasonable office rules and regulations are as follows:

|       | VIOLATIONS  | 1st<br>OFFENSE | 2nd<br>OFFENSE                                      | 3rd<br>OFFENSE                                      |
|-------|---|----------------|---|---|
|       | imary/Secondary Data Stewards ource/Responsible Office)  Does not update information in the website. Does not observe deadlines for updating of information for the website. Provides incorrect information for the website Fails to correct information one day after erroneous data were published.   | Warning        | Reprimand   | Suspension<br>for one (1)<br>to thirty<br>(30) days |
| 1. 2. | Does not do corrective actions to concerned web coordinator who violated any of the offenses above.  Fails to submit quality information on prescribed deadlines.   | Warning        | Reprimand   | Suspension<br>for one (1)<br>to thirty<br>(30) days |
| (N    | The Information Management Service (Veb Administrator) (vaily Activities)  Does not check the website for accessibility. Does not check links to internal and external websites. Does not check if defacement has occurred in any pages. Does not check that the page layout and all visual design such as font, color, and size are consistent throughout. | Reprimand      | Suspension<br>for one (1)<br>to thirty<br>(30) days | Dismissal   |