

## **10,002 Policy on Human Sexuality – Employees and Volunteers**

Committed to spreading the Gospel values and forming our faithful in Christ's teachings, and in conformance with the Magisterium, the policy of *[INSERT NAME OF SCHOOL]* is as follows:

1. *[INSERT NAME OF SCHOOL]* shall not sponsor, endorse, facilitate, host, or provide accommodation to any person, group, entity, event, or activity that would condone or promote a view of sexual identity that is contrary to the Church's teachings, including views of gender and sexuality contrary to Catholic Church teachings.

2. *[INSERT NAME OF SCHOOL]* shall, at all times, act toward a person in accordance with his or her biological sex at birth. In all cases, the school must act in accord with Christian charity.

3. At all times, employees and volunteers participating in *[INSERT NAME OF SCHOOL]* activities shall conduct themselves in accord with their biological sex at birth.

### **Application of this Policy:**

All school employees, including school faculty, administrators, coaches, youth ministers, directors and coordinators of religious education, catechists, and music and liturgical ministers, as well as volunteers, hold ministerial positions with the Catholic Church as ministers of the Catholic faith and, as such, are expected to live virtuous lives guided by gospel values and in accordance with the teachings of the Church.

### **Employee/Volunteer Expectations:**

1. Employees and volunteers will conduct themselves publicly in accord with their biological sex at birth at all times.

2. Employees and volunteers will be addressed at all times by names, titles (Mr. Mrs., Ms.), and pronouns consistent with their biological sex at birth.

3. All employees and volunteers will use bathrooms that correspond with their biological sex at birth while employed, volunteering, or representing the school.

4. All employees and volunteers will publicly dress in a manner consistent with their biological sex at birth. This includes all public aspects of their presentation of self.

5. All employee or volunteer documents and records will reflect the employee's or volunteer's biological sex and given name at birth. However, if an employee or volunteer requests employment or volunteer documents be changed to reflect a name change, the change will be made if the name was legally changed and provided a purpose for the name change was not for contravention of the person's biological sex.

6. Employees and volunteers shall not publicly promote, endorse, or condone gender ideology, transgenderism, or any other belief that is contrary to the teachings of the Catholic Church. Open hostility toward, or defiance of, or acts in contradiction of these teachings indicates that the employee or volunteer is not a proper fit for employment or volunteering with *[INSERT NAME OF SCHOOL]*.

7. Employees and volunteers will adhere to this policy in their actions toward others, as well as in their own conduct.

8. A violation of this policy by an employee may subject the employee to discipline, up to and including termination. A violation of this policy by a volunteer may result in a volunteer's dismissal from volunteering.

### **Definitions:**

1. "Biological sex" is the sex based on the physical biological sex from the moment of that person's conception and may be confirmed by scientific genetic markers as found in the presence of XX (female) and XY (Male) chromosomes. Any biological anomalies will be addressed on an individual basis.

2. "Sexual identity" is congruent with one's biological sex, is one's personal identity based on one's sex, and is the expression in the whole person of the biological reality.

3. "Gender" was commonly used synonymously with the word "sex," but over time has been redefined by some to mean a person's socio-cultural role apart from his or her biological sex. The Church is opposed to this division and views gender (one's outward manifestation of sexuality) as inseparable from one's biological sex. To avoid confusion, this policy uses the term "biological sex".

4. "Transgender" is an umbrella term encompassing those whose gender identity or gender role differs from those typically associated with his or her biological sex.

5. "Gender ideology", also known as "gender theory", is a prevalent cultural trend that promotes both a redefining of gender, and a plurality of new types of unions, both of which contradict God's creation plan, and His divine model of marriage as between one man and one woman. The theory of gender ideology is that an individual has the right to choose his or her "gender identity," regardless of the individual's biological sex at birth, and to "transition" socially, legally, medically, and surgically, if so desired, to that new sex; and that society must not only respect these choices but also affirm and provide support for this theory. As stated above, gender ideology, in its proposed theory, rejects God and His plan for our lives in accordance with His purpose for each of us, and therefore, is not a reality and not valid in the Catholic Church.

Policy Approved: \_\_\_\_\_, 2022