

Code of Ethical and Moral Guidelines for Employees of

(Name of Institution)

of the Diocese of Erie

(To be presented and signed at time of Hire and Annually thereafter)

Our Fundamental Mission:

As a part of the Catholic Church our mission is to proclaim the Gospel of Jesus Christ and to bring people into a loving relationship with God and one another. (cf. Mt 22:35-40: CCC 2055) As employees of _____ we fulfill this mission while following the doctrines and laws of the Roman Catholic Church as presented in the *Catechism of the Catholic Church* and the *Code of Canon Law* and in all of the magisterial pronouncements of the Church. As a paid employee, I agree to abide by (respect) those teachings delineated below.

1. The Church Believes in the Truth of the Gospel

The Church is a witness to the truth of the Gospel. Our employees do not publically reject the doctrine, morals or laws of the Catholic Church, nor publically hold them up to doubt or question. The employee is faithful to their personal religious obligations and practices their own faith.

2. The Church is a Witness to Justice

The Church is a witness to the virtue of justice. Our employees will support the Church's social teaching and doctrine. They will avoid any form of scandal, that is, any word or action that may lead another into evil (see CCC# 2284). This means that employees should avoid conduct or comment inside or outside the workplace that could cause scandal or damage the reputation of the parish, school, or agency for which they work or the Church. They will not hold public membership, employment or participate in any organization or activity that is incompatible with Catholic doctrine or morals. They will not engage in criminal activity. All communications with young people or adults are carried out in a professional manner. They will not exploit or endanger a child or vulnerable adult in any way. Appropriate boundaries are respected at all times with young people, in any contact, whether physical, verbal, written and electronic.

3. The Church is a Witness to Life

The Church upholds the respect for and the dignity of every human life from conception until natural death. Our employees do not engage in, assist, or support abortion. (CCC 2322, 2271, 2272) They do not support embryonic stem cell research or cloning. They respect the sanctity of procreation as the fruit of the marital activity of husbands and wives. They do not engage in, assist, or support contrary approaches such as in-vitro fertilization, freezing embryos, or surrogate parenthood. They uphold the sanctity and the integrity of the body as the temple of the Holy Spirit and do not engage in or support immoral surgical or other attempts to change the gender given at birth or any other physical mutilation. (CCC 2274, 2275, 2376, 2377) In addition, employees do not engage in, assist, or support euthanasia or physician assisted suicide. (CCC 2276, 2277, 2278, 2324)

4. The Church is a Witness to Marriage and Family

The Church respects the dignity of marriage and the Christian moral doctrine on human sexuality. Our employees respect the teaching of the Church regarding the Sacrament of Marriage and understand that a Catholic employee is expected to seek a marriage recognized by the Church. (CCC 1621) They do not condone or seek to enter into a same-sex relationship, union or marriage. (CCC 1601, 1611, 1617, 1625) They do not engage in unchaste behaviors be these heterosexual or homosexual, or procreation outside of marriage. This includes activities such as cohabitation, adultery and viewing or producing pornography. (CCC 2353, 2357, 2358, 2359, 2380)

The Mission of the Church and its employees

In his Apostolic Constitution *Fidei Depositum*, promulgated in October of 1992, Saint John Paul II stated, “guarding the deposit of faith is the mission which the Lord entrusted to his church, and which she fulfills in every age. The Second Vatican Ecumenical Council, which was opened 30 years ago by my predecessor Pope John XXIII, of happy memory, had as its intention and purpose to highlight the Church’s apostolic and pastoral mission, and making the truth of Gospel shine forth to lead all people to seek and receive Christ’s love which surpasses all knowledge (cf. Eph:319)”.

To that end the Church constantly strives to make the teachings of Jesus Christ clear and understandable in every generation and place. This agreement between the named school and the employee is an effort to explain some fundamental doctrines and beliefs of the Catholic Church which every employee should understand and be willing to respect and promote during their employment.

I acknowledge that I have read, and that I understand the above-mentioned doctrines and practices of the Catholic Church. I also acknowledge that I have had a satisfactory explanation of the above-mentioned *Code of Ethical and Moral Guidelines*. I further acknowledge that it is my responsibility to become familiar with the teachings of the Church and to seek clarification regarding any matter about which I am uncertain.

I acknowledge that the above-mentioned statements are not complete list of all of the teachings and beliefs. Rather the statements are an effort to highlight a few important teachings that are imperative for every employee to understand before employment.

I understand that adhering to (respecting) the above Code of Ethical and Moral Guidelines is a condition of remaining in the employment of

(Name of Institution)

Signed: _____

Date: _____

Witness: _____

Date: _____