**Title: 4011 CATHOLIC IDENTITY AND MISSION STATEMENT**

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|  | **4011 Catholic Identity and Mission Statement**  It is agreed that the Employee is expected to conduct himself or herself at all times in accordance with Catholic morality and the rules and regulations of the Diocese of Altoona-Johnstown and the school of employment and to avoid any embarrassment or scandal to the Diocese of Altoona-Johnstown or to the school of employment.  If the Employee engages in any conduct, in or out of the workplace, which, in the judgment of the Employer, constitutes serious or public immorality, sacrilege, lewd conduct, endangerment of health or safety, abusive conduct, public scandal, rejection of or the holding up to doubt or question of the official teaching, doctrine or laws of the Catholic Church, the Employee may be dismissed immediately by the Employer, without prior notice.  An Employee whose employment is terminated pursuant to this Clause may, within seven days of his or her dismissal, petition the Office of the Diocesan Bishop to, at his discretion, review the termination decision. Petition to the Office of the Diocesan Bishop shall be the sole and exclusive means of review of dismissals for violation. |