**Title: 4020 CATHOLIC MISSION AND IDENTITY**

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|  | **4020 Catholic Mission and Identity**  Due to the nature and mission of the Catholic Church, all employees are bound to exhibit respect for the teachings and discipline of the Church in regard to matters of faith and morals.    Each employee is therefore 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 local Catholic school and to avoid any embarrassment or scandal to the Catholic faithful of the Diocese of Altoona-Johnstown and the local Catholic school.  Each employee must avoid engaging in any conduct, both in and out of the workplace, which, in the judgment of that individual’s employer, the Diocesan Office, constitutes serious or public immorality, sacrilege, lewd conduct, public scandal, overt rejection of or the holding up to doubt, public ridicule or question of the official teaching, doctrine or laws of the Catholic Church, as contained in, but not limited to, the Catechism of the Catholic Church, the 1983 Code of Canon Law, the decrees, policies or norms issued by Church authority, and in the official policies or handbooks adopted by the local Catholic school.  Any violation of this provision that is brought to the attention of the individual’s employer may result in disciplinary action against the employee, which may include, but not be limited to, at the discretion of the Employer: counseling, admonition, and completion of corrective action, suspension, and/or termination of employment.  An employee whose employment is terminated pursuant to this policy 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 of this policy. |