**Title: 4100 CODE OF CONDUCT**

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| Catholic Identity and Mission Statement, August 14, 2017 | **4100 Code of Conduct**  As an employee of the Diocese of Altoona-Johnstown, and its schools within, I acknowledge that if I engage in conduct in or out of the workplace which, in the judgment of the Bishop, constitutes serious or public immorality, sacrilege, lewd conduct, public scandal, or overt rejection of the official teachings of the Catholic Church, or the public ridicule of the official teachings, doctrine or laws of the Catholic Church, I may be dismissed immediately by the employer, without prior notice.   1. Employer may immediately terminate an employee’s employment upon breach of contract by the employee or upon the closing of the school. Employment contracts automatically terminate upon an employee’s death. Further, contracts may be terminated at any time for cause, the determination shall be at the discretion of the Principal, and in consultation with the Bishop and the Education Office of the Diocese of Altoona-Johnstown. Reasons may include, but are not limited to: unsatisfactory performance, insubordination, conduct unbecoming an employee, inability to maintain discipline of students assigned to his/her class, frequent absenteeism, departing at times other than those stipulated by the school, intemperance, inability to deal amicably with staff, students or parents, conviction of a felony, negligence of duties, or unprofessional behavior. 2. Employees are not permitted to stay alone in a room with a student unless the door is left open. In counseling situations, be sure there is a window in the office door so that persons can see into the area. This is to avoid the appearance of impropriety. 3. In private life, the Teacher must maintain a standard of life which does not exhibit serious or public immorality, public scandal, or rejection of official teaching, doctrine, or laws of the Roman Catholic Church. A willful breach of this contractual obligation shall be grounds for the termination of this contract.   SEE 4100 ATTACHMENT I |