Diocese of San Diego

POLICY REGARDING THE HIRING OF LAY EMPLOYEES

1.0   Catholic Lay Employees

Lay employee positions at parishes and schools in the Diocese of San Diego shall, in general, be filled by laypersons who are faithful Catholics, who exemplify the teachings of the Church in their personal lives and who are in good standing with the Church.

2.0   Participation by Non-Catholic Employees in the Work of the Church

Non-Catholic applicants who wish to share in the mission of the Church may be employed when no qualified Catholic applicant is available to fill the position and good faith efforts have been made to recruit qualified Catholic applicants for an open position. Non-Catholic applicants, as a condition of employment, must acknowledge that they conduct their public activities and relationships in a manner that is compatible with the mission and teachings of the Church, and they must affirm that they respect the Catholic religious perspective on issues of conduct and morality.

3.0   Process of Application

The process of application by lay persons for work in the Church requires that applicants have read and acknowledged the *Pre-Application Statement* prior to filling out the *Employment Application Form*.

PRE-APPLICATION STATEMENT FOR EMPLOYMENT IN THE CHURCH

Diocese of San Diego

The Church needs the service of dedicated lay persons who have a clear knowledge and proper understanding of the teachings of the Church with a firm adherence to those teachings, and whose words and deeds are in conformity with the Gospel. Those employed by the Church in our parishes, Catholic schools and other institutions, as co-workers in the vineyard of the Lord, are rightly expected to be practicing Catholics whose faith is an essential part of their daily lives, and who participate fully in the communal worship and life of the Church.

To be employed by the Church, persons of good faith who are not Catholic must have an understanding of the Catholic Church and her teachings and respect the Catholic vision on important social, moral and ethical issues.

The Catholic Church has a special commitment to the poor, the oppressed and the immigrant. It is committed to promoting a "Culture of Life" from the moment of conception to the moment of natural death. It believes in the inherent dignity of the human person, created in the image and likeness of God, and possessing basic rights endowed by God, including the right to life, the right to religious liberty, and the right to be treated justly with dignity and respect. It believes that conjugal love and human procreation are gifts from God to be shared only by those joined in marriage as established by God himself. It believes that all persons are called by God to live chaste lives by virtue of their own dignity and according to their state of life. It believes in the rights of workers to just working conditions, to just wages and benefits. It opposes all forms of oppression and exploitation, including racism, sexism, pornography, sexual abuse and harassment, and unlawful discrimination.

Persons who do not respect the teachings of the Church, either by virtue of their own objections or disbelief, or by virtue of their lifestyle choices or public conduct, do not meet the basic criteria to work in the Church.

After you have carefully reflected on what is contained in this Pre-Application Statement, if you are interested in seeking employment in a parish, school or Pastoral Center of the Diocese of San Diego, please complete the Pre-Application Acknowledgment.

PRE-APPLICATION ACKNOWLEDGMENT

By signing below, I acknowledge that I have read the Pre-Application Statement of the Diocese of San Diego and understand how the beliefs and teachings of the Catholic Church impact lay employees. I wish to apply for employment with full understanding that if my application for lay employment results in my being hired I will be subject to standards of conduct that incorporate the beliefs and teachings of the Catholic Church and that these expectations will be a material condition of my employment.

_____   _____
Candidate Name   Signature

_____
Date