

POLICY REGARDING THE HIRING OF LAY EMPLOYEES

1.0 Catholic Lay Employees.

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

2.0 Participation by Non-Catholic Employees in the Works 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 must, as a condition of employment, acknowledge that they understand that they will be employed by a Catholic religious institution, agree to conduct their public activities and relationships in a manner that is compatible with the teachings and missions of the Church, and affirm that they generally share the Catholic religious perspective on issues of conduct and morality.

3.0 Pastoral Support.

The Diocese of Sacramento implements processes and procedures to extend full pastoral care and support for any lay employee desiring to regularize his or her personal relationships and standing with the Church. Pastors and diocesan supervisors shall take reasonable and pastorally appropriate efforts to extend pastoral outreach services to any Diocesan employee seeking assistance with regard to regularizing their relationships and standing with the Church.