

# OUR CATHOLIC MISSION

TRUTH AND FIDELITY IN CATHOLIC EDUCATION

SPRING 2021

**NEW THREATS  
TO CATHOLIC  
EDUCATION**

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**PROTECTING YOUR  
RIGHT TO EDUCATE**

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**IMPLEMENTING POLICIES  
TO STRENGTHEN  
CATHOLIC IDENTITY**





FOR MORE THAN 27 YEARS,  
THE CARDINAL NEWMAN  
SOCIETY HAS WORKED TO  
PROMOTE AND DEFEND  
FAITHFUL CATHOLIC  
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- MORE THAN 900 SCHOOLS AND A QUARTER MILLION STUDENTS ARE USING OUR FAITHFUL CATHOLIC CURRICULUM STANDARDS.
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- MANY DIOCESAN SUPERINTENDENTS, PRINCIPALS, TEACHERS, AND COLLEGE ADMINISTRATORS RELY ON THE NEWMAN SOCIETY TO HELP DEVELOP THE POLICIES THEY NEED TO MAKE CATHOLIC EDUCATION STRONG AND FAITHFUL!

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SPRING 2021 ISSUE

# Inside the Spring 2021 Edition of 'Our Catholic Mission'

We're pleased to share with you the spring 2021 issue of *Our Catholic Mission*, a magazine of The Cardinal Newman Society. It is designed specifically for Catholic school superintendents, principals, college leaders and other educators, as well as for Catholic families and the Newman Society members whose prayers and support enable our work. We hope it's helpful to you!

In this issue, we tackle the expected but now all-too-real threats to Catholic schools and colleges from several early actions of the Biden administration, Congress, the courts, state legislatures and activist groups. Beginning on the next page, Patrick Reilly, president of the Newman Society, walks you through some of these threats and the dangers they pose to Catholic schools and colleges.

*Be not afraid!* Despite the serious threats facing Catholic educators today, we have great hope for the future and trust in the protection of the First Amendment. With careful planning and a commitment to strengthening Catholic identity, there's still much that can be done to protect Catholic education—but let's do it quickly.

On pages 6-9, Eric Kniffin, legal advisor to the Newman Society, discusses the importance of conducting a "mission audit" at your Catholic school or college. This can identify areas most in need of strengthening and is key to making sure that all of a Catholic institution's policies serve its faith-based mission. Catholic education's best defense against legal threats is to be consistently and clearly Catholic in all that it does.

Finally, we close out this issue of *Our Catholic Mission* by highlighting some of the Newman Society's most sought-after resources with regard to strengthening Catholic identity.

If you have any questions or comments or would like digital copies of *Our Catholic Mission* to share with your staff and others in Catholic education, please visit [NewmanSociety.org/OCM](https://NewmanSociety.org/OCM) or email [Programs@CardinalNewmanSociety.org](mailto:Programs@CardinalNewmanSociety.org)

# Catholic Education Faces Serious Threats in 2021

by Patrick Reilly

**I**n just the first months of the Biden administration, Catholic educators have been confronted by serious threats to their freedom to teach and witness to the Catholic faith.

We knew the storm was coming. Over the last four years, schools and colleges enjoyed a brief respite before the anticipated return of Obama-era policies like the mandate for contraception coverage in healthcare plans and attempts to open bathrooms and locker rooms to students of the opposite sex.

The new threats loom even larger. We face radical attempts to erode protections for Catholic schools, colleges, homeschooling, and all models of Catholic education to fulfill their faith-based mission to uphold the moral law and other Catholic teaching. In particular, the Biden administration seems determined to force

Catholic schools and colleges to embrace gender ideology or close their doors.

President Biden has promised to sign the dangerous Equality Act in his first 100 days. At the time this newsletter went to print, the Equality Act had passed the House and was awaiting a vote in the Senate, where its fate may depend on whether the Senate ends the filibuster and requires only a majority vote. Meanwhile, some Republicans have floated a false compromise—misnamed “Fairness for All”—that would only partly delay the collapse of religious freedom.

Should any of these policies become law, Catholic educators must be prepared to go to court to defend their rights. The Cardinal Newman Society is already working with Alliance Defending Freedom to identify litigants for certain cases. Catholics must insist that the courts uphold the First Amendment.

Meanwhile, Catholic educators can take steps quickly to ensure that courts recognize their religious sincerity and their consistency in upholding Catholic teachings. It is vitally important that Catholic schools, colleges, and other educational programs develop and implement policies that address a broad range of potential liabilities, clearly describe their moral expectations for students and employees, and explain why their policies are neces-

**“ THE BIDEN ADMINISTRATION SEEMS DETERMINED TO FORCE CATHOLIC SCHOOLS AND COLLEGES TO EMBRACE GENDER IDEOLOGY OR CLOSE THEIR DOORS. ”**



## “CATHOLIC EDUCATION TEACHES TRUTH TO THE NEXT GENERATIONS.”

sary to fulfill their Catholic mission.

The Newman Society is available to help. The policy standards and other resources on our website can help leaders develop internal policies and link them directly to Catholic teachings. We continue to develop new guidance.

There is no time to lose! The corruption and destruction of Catholic education is the big prize for those who oppose marriage and the family, because Catholic education teaches truth to the next generations.

### Early executive actions

One way the Newman Society is striving to help Catholic educators prepare for the difficult months ahead is by sponsoring occasional webinars with legal experts. In February, we hosted a webinar for diocesan and Catholic school leaders with Eric Kniffin, legal advisor to the Newman Society and a former attorney for the Becket Fund and the U.S. Department of Justice. We also hosted a similar webinar for Catholic college leaders with Gregory Baylor, senior counsel and director of the Center for Religious Schools at Alliance Defending Freedom.

Both attorneys assessed the early actions of the Biden administration affecting Catholic education, including the President's executive order on "Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation." Issued on his first day in office, January 20, the order opposes children being "denied access to the restroom, the locker room, or school sports" because of gender identity. It requires federal agencies to interpret Title IX (the federal law concerning sex discrimination in education) and other laws in accord with the "reasoning" of the Supreme Court's *Bostock* ruling last summer, which forbids adverse employment actions on the basis of "gender identity" and "sexual orientation." Another directive came in February from the Department of Housing and Urban Development, which announced that it would interpret the Fair Housing Act to include "sexual orientation" and "gender identity" within the scope of sex discrimination. While it may not seem that the Fair Housing Act should impact Catholic education, the new interpretation may be construed to require allowing biological males access to women's residences at

boarding schools and Catholic colleges, and vice versa.

On March 8, President Biden issued an executive order requiring the Education Department to conduct a 100-day review of regulations, policies and guidance and to rescind anything inconsistent with the view that Title IX covers "sexual orientation or gender identity" discrimination.

While these executive actions signal the Biden administration's intention to press gender ideology under Title IX and other laws, they do not change the laws—that's what the Equality Act and other Congressional efforts attempt to do. Ultimately federal courts will determine how the *Bostock* ruling's reasoning applies to education and other areas, and what religious protections remain.

### Equality Act

President Biden strongly supports the Equality Act, which was approved by the House of Representatives on February 25. This disastrous bill is a broad attack on religious freedom and, if passed, must be challenged in the courts as a violation of the First Amendment.

The bill would amend several civil rights laws concerning education, employment, housing, and more to ban discrimination related to "sexual orientation" and "gender identity." It would expand the federal definition of "public accommodations" to include schools and colleges.

Alarmingly, the Equality Act also would exempt its provisions from the broad protections of the Religious Freedom Restoration Act (RFRA), which apply to every other federal law. RFRA sensibly requires that, for any law impeding on religious activity, Congress must show that it has a "compelling interest" as the basis for the law and that it could not find another way of meeting its objectives with less impact on religion. Clearly Congress could prevent discrimination in all secular activities without forcing Catholic educators to violate their be-



REGINA PACIS ACADEMY IN NORWALK, CT

liefs, but the Equality Act insists on doing so—and prevents appeals to RFRA to demand religious protections.

And that’s not all. Educators hoping for protection under the rather strong religious exemption in Title IX, the law banning sex discrimination in education, would effectively lose that option if the Equality Act is approved. That’s because the bill adds “sexual orientation” and “gender identity” to the scope of Title VI of the Civil Rights Act, which broadly applies to all recipients of federal funds and has no exemption for religious education. In the wake of the Equality Act, Catholic schools and colleges could be sued by their employees or students under Title VI for simply following the Church’s teaching on the nature of the human person, and these institutions would not have recourse to any statutory protections for religious liberty.

### Fairness for All Act

For several years, Mormons and some evangelical Christians have worried that changes to nondiscrimination law are unstoppable, and therefore they have advocated a compromise bill that would change federal laws to include “gender identity” and “sexual orientation” but would explicitly exempt religious institutions.

Under the threat of the Equality Act, such a compromise—deceptively dubbed the Fairness for All Act—can seem attractive. But the reality is that, once federal nondiscrimination laws are amended, activists are not going to allow religious exemptions to stand for very long. Here’s clear evidence: the strongest opposition to Fairness for All comes from the LGBT lobby, which has deemed Catholics to be bigots and demands that any law cover religious organizations. The lobby has so far been willing to forgo opportunities to pass some of its most desired provisions from the Equality Act, if religious protections are included.



Aside from tactical concerns regarding the fragility of Fairness for All protections, endorsing “gender identity” and “sexual orientation” as protected classes in the law would be a grave betrayal of Catholic values and the truth that is the foundation of Catholic education. Both labels are false and dangerous. They contradict Catholic teaching on sex and human nature, and there can be no faithful Catholic support for organizing society around such falsehoods.

“CATHOLIC EDUCATION... IS A KEY PART OF THE CHURCH’S WORK OF EVANGELIZATION.”

Furthermore, this compromise would only preserve religious freedom within narrow limits. Fairness for

All would not protect the conscience rights of individual Catholics, likely to suffer marginalization and persecution in employment and other social activities. The bill would not prevent state agencies, accreditors, athletic associations, and vendors from deeming Catholic education discriminatory and ineligible for services. Catholic homeschooling and online educational resources could be restricted or banned.

### Protecting Catholic education

Additional threats to Catholic education are expected in the coming months: ef-

orts to require doctors to perform “gender reassignment” procedures and force insurers to cover such procedures, to mandate abortion coverage in employee benefit plans, to assert federal oversight of collective bargaining at Catholic colleges, and more. Regardless of federal action, private athletic and accrediting associations may pressure Catholic schools and colleges to compromise on LGBT issues. And struggles continue in the courts, especially to ensure the ministerial exception for all teachers and professors at faithful Catholic institutions.

It won’t be easy, but Catholic education must continue, as it is a key part of the Church’s work of evangelization. The Supreme Court has generally shown respect for religious freedom, but it is up to Catholic education leaders to defend their rights and ensure protection under the First Amendment by firmly grounding all policies in Catholic teaching. Make use of the Newman Society resources on our website and contact us for assistance.

God willing, together we will weather the storm, and Catholic education will come out of this stronger than ever! **OCM**

#### PATRICK REILLY

is president and founder of The Cardinal Newman Society. A version of this piece was published at Crisis Magazine.





# Protecting Your Right to Educate: How Catholic Education Can Defend Against Emerging Legal Threats

By Eric N. Kniffin

**H**alf a century into a sexual revolution that has upturned notions of sexual morality and even gender identity, Catholic education is under attack like never before. Religious schools and colleges are facing protests, lawsuits and other serious threats—all because Catholic educators hold fast to Church teachings that were considered common sense even a decade ago.

Catholic schools and colleges have not sought out and do not want this confrontation. They exist to form young people to serve and worship God and to spread love and hope to others, rooted in the Church's teaching on the dignity of the human person and God's design for human sexuality. But educators are finding that, due to forces beyond their control, their freedom to operate according to conscience and mission is shrinking.

## No option for compromise

As legal and cultural pressures continue to swell, Catholic school leaders must decide now how they will respond. Many Catholic educators decided a long time

ago to assimilate with changes in modern culture. This is a non-starter for schools and colleges that take seriously the mission of authentic Catholic education. Nor is it realistic for Catholic educators to simply hope that this cultural moment will pass them by without incident.

Another option would be to make some compromises with the culture in the hopes of brokering a peace. The pervasive attacks on traditional moral teaching have led some religious leaders to try to compromise and thereby win some good will from gender and sexuality activists. Mormon and Evangelical leaders have tried this approach in recent years, with decidedly mixed results.

In 2015 the Mormon Church threw its weight behind the “Utah Compromise,” an attempt to broker a truce in the culture war by pairing new civil rights protections with religious-liberty protections for faith-based organizations. At the end of 2018, major Evangelical Christian groups—including the Council for Christian Colleges and Universities and the National Association of Evangelicals—endorsed their own version of this compromise approach

under the slogan “Fairness for All.” One supporter described the effort to *World Magazine* in these terms:

As Christian higher educators, we are increasingly persuaded that the most viable political strategy is for comprehensive religious freedom protections to be combined with explicit support for basic human rights for members of the LGBT community.

So far, however, there is little reason to call the “Fairness for All” approach a success. While progressive activists celebrated what they were able to accomplish in Utah, they quickly signaled that it was not enough, and that they would push for more whenever they had the opportunity. Advocates specifically complained that the “Utah Compromise” yielded too much so-called “religious liberty.” The Left has come to see the battle between progressive goals and religious liberty as a zero-sum game, and increasingly decries “religious liberty” as a code word for bigotry. There is little reason for religious conservatives to believe they can change people's minds on this by compromising on nondiscrimination law.



If compromising principles in order to placate progressive critics is a flawed political strategy, it is perhaps an even worse legal strategy. At one point, the University of Notre Dame told a federal judge that, consistent with *Ex corde Ecclesiae*, it was prohibited from paying for, providing, or facilitating access to contraceptives. But in 2014, the University reversed course and voluntarily began complying with the HHS Mandate. This sort of inconsistency invites courts to probe as to whether a school's stated religious convictions are sincere, a key inquiry in religious liberty cases. Perhaps even worse, it encourages protestors and plaintiffs by giving them reason to hope that Catholic institutions will cave if only the heat is turned up hot enough.

### Adopt strong Catholic policies

Rather than trying to appease the Church's critics, Catholic organizations should instead look to clarify and strengthen their religious identity. This is the best way for Catholic schools and colleges to embrace their distinctive mission.

As The Cardinal Newman Society has stressed, the Church calls Catholic educa-

tors "to remain vigilant in their mission" by resisting the temptation to conform to the world. Schools and colleges must do this "by preserving a Catholic culture which proclaims essential truths about the nature and dignity of the human person."

Fortunately, this ecclesial mandate is also a strong and wise legal strategy. While the challenges facing churches and religious organizations are daunting, our nation's bedrock commitment to religious liberty remains strong. This historical commitment continues to live in the First Amendment's protections for religious and expressive freedom, broad religious liberty statutes, and specific exemptions found in a number of laws.

### Conduct a Mission Audit

In order to best protect their religious liberty, it is imperative that Catholic schools and colleges understand and take full advantage of these protections. To do so, Catholic educators should undertake a

“CATHOLIC SCHOOLS AND COLLEGES SHOULD CLARIFY AND STRENGTHEN THEIR RELIGIOUS IDENTITY.”

Mission Audit to help them understand where they are likely to face challenges and to ensure that they have an architecture in place to protect their freedom to minister and work in accordance with their faith. A Mission Audit also helps schools implement strong Catholic standards, such as those developed by the Newman Society, in every aspect of Catholic education.

Just as a general audit helps an organization understand its financial soundness, a

Mission Audit will help a religious organization understand how its religious convictions affect its work and how these convictions may face conflict. The proposed mission audit outlines the kind of practical steps religious institutions can take to avoid such conflicts, improve their ability to claim religious liberty protections, and prepare themselves for potential challenges.

Many school and college leaders see the

need to make improvements along these lines but struggle to understand where to begin and what steps they should be taking in the short term. The Mission Audit that I have guided dozens of school, colleges, and other religious institutions through begins with getting leaders around a table to make sure they have clarity about their mission and convictions. Building on this consensus, leaders should ask some high-level questions to get a sense about what they need in order to accomplish their mission and whether documents and policies adequately convey these requirements. The most important areas to review are employee expectations, student expectations, nondiscrimination statements, and facilities use policies. Schools may also want to make sure they understand the nondiscrimination requirements they are subject to through professional or extracurricular organizations like sports leagues.

In undertaking this overview, school leaders may find it helpful to refer to guides that have been prepared and made available by religious liberty groups. But while publicly available guides and templates can be a good start, most schools and colleges should invest in a more detailed and individualized strategy. Every organization's circumstances are different, and sophisticated entities should not entrust their legal exposure to an online resource any more than they would fore-

“ A MISSION AUDIT WILL HELP A CATHOLIC SCHOOL UNDERSTAND HOW ITS RELIGIOUS CONVICTIONS AFFECT ITS WORK. ”

lined below is a sizable undertaking, but such planning is necessary as a matter of stewardship and prudent leadership. While each such audit must be tailored to the particular entity, every organization's process should involve three basic steps:

### 1. Clarify scope and objectives

The first step in the audit process is for school and college leaders, together with legal counsel, to discuss the institution's general concerns and establish the scope of the audit. Most Mission Audits should address the following subject areas:

#### *Corporate documents*

Is the school or college taking advantage of available opportunities to establish its identity as a religious organization under relevant laws?

#### *Public accommodations*

Does the school or college have policies and procedures for facility use and rental?

go individualized tax advice.

Each organization's process will need to take into account the challenges in its locality, as well as the religious liberty provisions specific to the organization type and location.

The audit out-

If so, does its process properly balance reasons for renting its facilities with its ability to control how the campus is used?

#### *Nondiscrimination policies*

Do nondiscrimination policies—in handbooks, policy manuals, and elsewhere—accurately reflect how the school or college makes decisions?

#### *Student conduct issues*

Do promotional materials, enrollment process, student handbook, disciplinary process and procedures, etc., appropriately communicate and secure consent regarding the community's standards and their connection to the religious identity of the school or college?

#### *Employee conduct issues*

Does the school or college understand how available religious liberty protections apply to each position? Has it laid the proper groundwork so that it is able to invoke available religious liberty protections when necessary?

#### *Sexual abuse*

Do policies and procedures for handling allegations of sexual abuse or misconduct reflect best practices? Is the school or college well-positioned to handle allegations in a manner that balances justice and mercy and that prepares it to address related public relations and legal challenges?





## 2. Audit policies and procedures

The second stage of the audit involves reviewing how the school or college operates at present. The audit usually begins with a document review and continues with follow-up questions and conversations. A thorough document review typically involves the following: corporate documents; human resources documents; student-related documents; sexual abuse policies and procedures; facility rental policies and procedures; and documents related to third-party obligations, including sports leagues, grants, and government contracts.

## 3. Develop recommendations

While the first two stages of the audit help a school or college understand where it stands, this final stage is the most important. Here, educators will identify and implement strategies to help them continue to pursue their mission despite the present and emerging threats to religious liberty.

The first goal is to identify obstacles that can be avoided. The school or college could seek to: eliminate unnecessary legal conflicts; eliminate peripheral activities; reduce dependence on government funding; or reduce oversight from licensing or accrediting organizations.

For those conflicts that are not easily avoidable, religious organizations should work to improve their ability to claim crucial protections for religious liberty. By scholar Douglas Laycock's count, there were 2,000 religious exemptions in



state and federal law in 1992. The audit should help educators identify the religious liberty protections most relevant to their activities and identify ways to reshape policies, practices, and documentation in light of these protections.

Finally, the audit recommends ways for the school or college to avoid controversy. While positioning itself to qualify for religious liberty protections, a religious organization should not overlook some simple, practical things it can do to avoid controversy. It should do everything it can to treat employees well and to apply moral standards consistently.

Mission Audits can be conducted with other peer organizations to save on costs and should be done through trusted legal counsel.

Undertaking a Mission Audit—and implementing strong Catholic standards like the Newman Society outlines on the following pages—will go a long way in helping Catholic schools strengthen their mission and defend against legal threats. **OCM**

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adapted from a paper published at NewmanSociety.org. It should not be construed as legal advice or legal opinion on any specific facts or circumstances. The contents are intended for general informational purposes only.

“WHILE THE CHALLENGES ARE DAUNTING, OUR NATION'S COMMITMENT TO RELIGIOUS LIBERTY REMAINS STRONG.”

# Sample Newman Society Resources to Strengthen, Defend Catholic Identity

The time is now for Catholic educators to ensure that all policies are in order and all practices consistently uphold a strong Catholic identity. The Cardinal Newman Society wants to help.

For years, the Newman Society has been crafting strong Catholic standards and guidance related to policies in key aspects of Catholic education, from the classroom to the athletic field. Policies should clearly explain moral expectations for employees and students and show how they are rooted in Catholic teaching.

The Newman Society's work draws directly from the many magisterial documents on Catholic education, and we rely on input from a large number of expert reviewers. Below are some of the Newman Society's most popular resources. These can be found in their entirety online at [NewmanSociety.org/OCM](http://NewmanSociety.org/OCM).

## Protecting religious freedom

Catholic education nationwide faces serious threats from within and without, and too many schools and colleges are insufficiently prepared for the legal battles. Strong Catholic identity makes lawsuits less likely and allows for a vigorous defense of religious freedom in court. This topic is explored in these pieces:

- **Maintain Schools' Religious Character to Protect Religious Freedom**
- **Protecting Catholic Colleges from External Threats to Their Religious Liberty**

When new and significant legal cases arise, the Newman Society keeps Catholic educators informed about their impact on Catholic education. Recently, we provided educators with insight about three Supreme Court rulings.

In *Espinoza v. Montana Department of Revenue*, the "Blaine amendments" in state constitutions were effectively nullified, ensuring that Catholic schools and colleges have equal access to public benefits. Caution is strongly urged to avoid entanglements that jeopardize the mission of Catholic education. More can be read in this piece:

### • **Key Points on Supreme Court's Espinoza Ruling on Public Benefits for Catholic Education**

In *Our Lady of Guadalupe School v. Agnes Morrissey-Berru*, it was decided that the "ministerial exception" can help protect Catholic education, but only if employee standards clearly require fidelity and religious duties for all positions and across the full curriculum. Institutions that compromise Catholic identity and have weak policies risk being left unprotected. There's more information about which positions in Catholic schools might be covered under the "ministerial exception" here:

### • **Key Points on Supreme Court's Our Lady of Guadalupe Ruling on Ministerial Exception**

Finally, because of the potentially devastating ruling on sex discrimination in *Bostock v. Clayton County, Georgia*, we make several recommendations to Catholic schools and colleges, and point to their legal defenses in this piece:

### • **Key Points on Supreme Court's Bostock Ruling on Sex Discrimination**

At the end of the day, schools and colleges need to be prepared to go to court and demonstrate their uncompromised commitment to their Catholic mission.

## Human sexuality policies

Increasingly, Catholic dioceses, schools and colleges are embroiled in controversy and conflict over sexual matters. To prevent such problems, these situations require pastoral sensitivity and the guidance of clear institutional policies that both uphold and explain the obligations of faithful Catholic education.



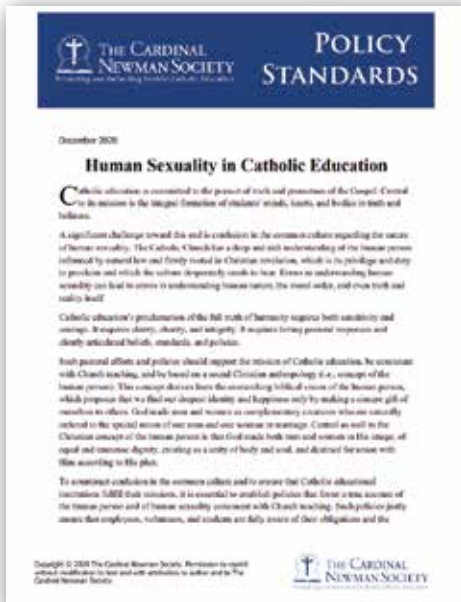
**Key Points on Supreme Court's Our Lady of Guadalupe Ruling on Ministerial Exception**

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Read More

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The Cardinal Newman Society is working on detailed guidance to help Catholic schools and colleges strengthen their ability to claim the "ministerial exception" in light of the July 8<sup>th</sup> Supreme Court ruling in *Our Lady of Guadalupe School v. Agnes Morrissey-Berru* combined with *St. James School v. Danylyuk*, et al. Personal Representative of the Estate of Kristen Bell. The following summarizes our current understanding of the ruling. Stakeholders should consult their attorneys for professional legal advice.



The following standards, one of the Newman Society's most requested resources, can be applied to nearly every aspect of a Catholic school or college:

- **Policy Standards on Human Sexuality in Catholic Education**

The following papers can be helpful in implementing human sexuality policies when it comes to the area of school admissions:

- **Working with Nontraditional Families in Catholic Schools**
- **Not All Families Are a Good Fit for Catholic Schools**

Finally, gender ideology poses a grave threat to sports, and Catholic schools and colleges should be prepared to oppose it and advance a Catholic understanding of athletics. This document can help:

- **Protecting the Human Person: Gender Issues in Catholic School and College Sports**

### Moral standards for employees

It is necessary to ensure that all employees faithfully serve the mission of Catholic education. Clear and consistent contracts and policies are the best means of upholding Catholic identity while avoiding employee disputes and lawsuits.

There should be no confusion about which faith and moral transgressions can

result in disciplinary action or firing. The Newman Society provides Catholic educators with a review of moral standards for Catholic school employment documents and a compilation of sample policies from dioceses around the country:

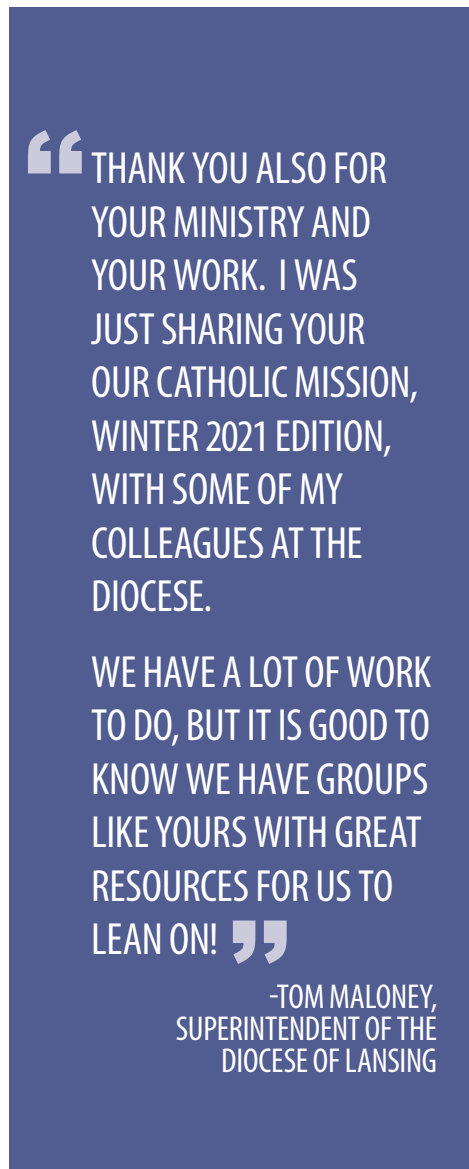
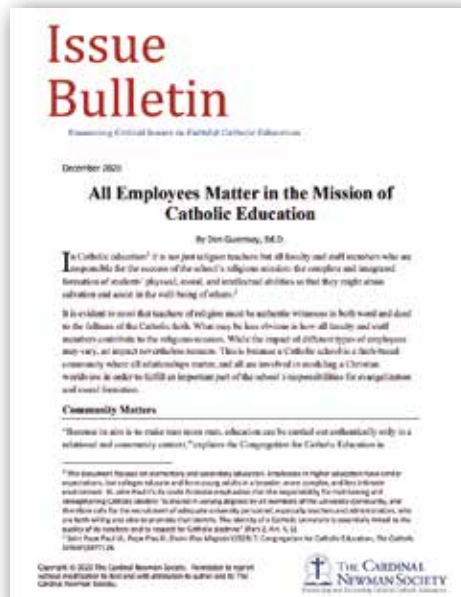
- **Faith and Morals Language in Catholic School Teacher Employment Documents: Best Practices Brief**
- **Morality Language in Catholic School Teacher Employment Documents: Exemplar Statements, Language, and Contract Samples**

Moral standards should apply to educators in every subject area, not just religion teachers, and to support staff, coaches and other employees. This is true especially in elementary and secondary education, when impressionable children rely on good role models and moral guides for their formation. You can read more about that in this paper:

- **All Employees Matter in the Mission of Catholic Education**

The community in a school “is not simply a sociological grouping but also a formative and educative means for student development.” Our own Dr. Denise Donohue took to discussing the importance of community in a Catholic school, and how it can be nurtured and safeguarded in this piece:

- **Community Matters to a Catholic School’s Mission**



Catholic school superintendents, principals, college presidents and other education leaders would do well to immediately dive more deeply into the areas highlighted above. By devoting some time to the task, Catholic educators can update their policies to reflect their Catholic mission more accurately.

The goal is for Catholic education to be clearly Catholic from the top to the bottom, inside and out. This is good for students in Catholic education and for a school or college's defense of its religious freedom.

The resources listed here are just a small sample of the wealth of material available for education leaders from the Newman Society. You can view these resources and more at: NewmanSociety.org/OCM



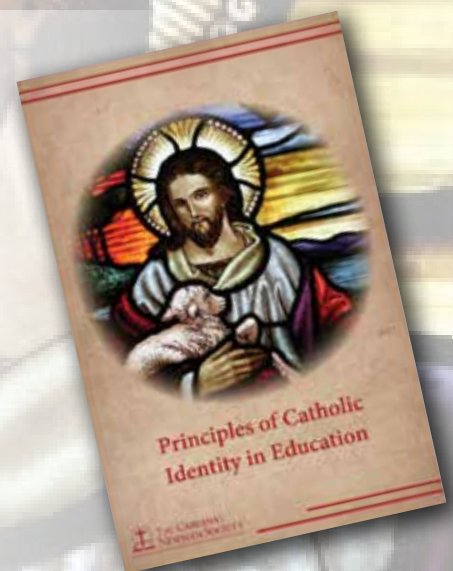
# WHAT DOES THE CHURCH EXPECT TO FIND IN EVERY CATHOLIC EDUCATION PROGRAM?

## WHAT DISTINGUISHES CATHOLIC SCHOOLS FROM PUBLIC SCHOOLS?

The Cardinal Newman Society took a deep dive into Church documents on education including:

- documents of Vatican II
- documents from the Congregation for Catholic Education
- writings of various popes
- and more.

We found common themes, which we distilled and balanced faithfully according to the Church's vision, and presented in our *Principles of Catholic Identity in Catholic Education*.



## THESE ARE ESSENTIAL MARKS OF A CATHOLIC EDUCATION.

The *Principles* can be helpful for anyone in Catholic education seeking direction, inspiration, guidance or principles for school evaluation.

Check out our *Principles* resources, including an overview pamphlet and our board, faculty and staff in-service programs to support an internal self-assessment of Catholic identity. Available online at:

**[NEWMANSOCIETY.ORG/PRINCIPLES](http://NEWMANSOCIETY.ORG/PRINCIPLES)**

