

5045.1: Gender Identity: Employees and Volunteer | PS, SS, RE - (New Policy)

SUBJECT: Gender Identity: Employees and Volunteer – PS, SS, RE
NUMBER: 5045.1
EFFECTIVE DATE: 7/1/2022 (New Policy)

I. POLICY

It is the policy of the Diocese of Green Bay that employees and volunteers are expected to live virtuous lives guided by Gospel values and the teaching of the Church. Employees and volunteers shall conduct themselves in accord with their biological sex at all times. Likewise, all employees and volunteers shall perform their duties, and tailor their interactions with other persons, in accord with the Diocese’s general policy concerning gender identity.

II. PURPOSE

The purpose of this policy is to maintain Church teaching. The Church teaches that our identities as male and female are part of God’s good design in Creation, that our bodies and sexual identities are gifts from God, and that we should accept and care for our bodies as they were created.

III. RESPONSIBILITY

It is the responsibility of each parish, school, system and program employee to respect these standards, and for the principal or administrator to enforce these standards.

IV. PROCEDURE

- A. All employees and volunteers will be addressed and referred to with pronouns in accord with their biological sex
- B. All employee or volunteer correspondence, documents, and records will reflect the employee’s or volunteer’s biological sex
- C. All employees and volunteers will use bathrooms that correspond with their biological sex while on Diocesan or Parish property
- D. Violation of this policy by any employee may include immediate corrective action, suspension, and possible termination of employment.
- E. Violation of this policy by any volunteer may include immediate corrective action, suspension, and possible termination of volunteer status.