

CODE OF CONDUCT

It is the policy of the Diocese of Oakland to hold every person accountable for maintaining the integrity of the teachings of the Catholic Church in all ministerial and professional relationships.

Any time church employees or volunteers use the influence of their role to engage in sexual activity with parishioners, clients, employees, or volunteers; they involve themselves in irresponsible and unethical acts taking advantage of vulnerable persons.

Sexual contact between church employees/volunteers and those in their care is a violation of the ministerial relationship and is, therefore, never permissible.

Similarly, using one's influence for personal financial gain is an ethical violation of the ministerial relationship.

Failure to live up to these standards may result in disciplinary action up to and including termination.

WORKPLACE CONCERNS

If any employee has concerns about workplace conditions which could reflect discredit on the Diocese or Parish, he or she should promptly report such conditions to the Pastor/Parochial Administrator/Parish Life Director or the Diocesan Director of Human Resources. Prompt reporting is essential so those problems can be addressed and resolved quickly before they escalate. The Director of Human Resources will consult with the Vicar General or Chancellor if necessary.

Failure to live up to these standards may result in disciplinary action up to and including termination of employment.