

DIOCESE OF DES MOINES

Catholic Schools Policies/Regulations

ADMINISTRATION

Nondiscriminatory Practices

It shall be the policy of the Diocese of Des Moines Catholic Schools Board that all schools consider individuals for a position for which they meet the requirements no matter their age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status be considered for a position for which they meet the requirements as such may apply to religious schools.

Nothing in Iowa Code and this policy shall be construed as prohibiting any bona fide religious institution from imposing qualifications based upon religion, sexual orientation, or gender identity when such qualifications are related to a bona fide religious purpose.

In addition, schools shall comply with the anti-bullying/anti-harassment laws of the state of Iowa, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and Title I of the Americans with Disabilities Act as such may apply to diocesan schools.

All schools must include this non-discrimination policy in the faculty/staff handbooks.

Policy Adopted: April 12, 1976

Policy Revised: January 20, 2012 approved with reservations by Bishop Pates

Policy Reviewed: May 21, 2018