

PURPOSE OF POLICY STATEMENTS

The policy statements below aim to acquaint every employee, supervisor, and administrator of the Spokane Diocese with the general rules and regulations, which govern the relationships between the parish and its employees.

The parish, like the Diocese of Spokane strives for peace, justice, and love among all persons. The staff must function as part of the Christian community which gives witness to the solidarity of all people and to the fulfillment of mercy, justice, and charity.

Administrators and all other personnel who are in positions to affect philosophy, overall direction or program determination are expected to conduct themselves in their employment in such a manner that is congruent with the teaching of the Roman Catholic Church.

Within the limits dictated by the prudent fiscal management of its resources, the Diocese of Spokane:

- Seeks employees of the highest quality, selecting them on the basis of merit, skill, experience, training, intelligence and character;
- Respects the individual rights of each employee and strives to treat all employees with courtesy, dignity, and consideration;
- Makes prompt and fair settlements of complaints which may arise in the ordinary operations of the Diocese;
- To the extent that is reasonably possible and where applicable,
- Protects employees from medical and financial hazard through an insurance and benefits program;
- Makes available to employees opportunities for training, development, and advancement consistent with individual goals and the requirements of the Diocese;
- Provides a retirement benefit to employees who qualify under the guidelines of the program