

1 [Urging the Archdiocese of San Francisco to Respect the Rights of Teachers and
2 Administrators]

3 **Resolution urging the Archdiocese of San Francisco to respect the working and**
4 **individual rights of its teachers and administrators in contract negotiations.**

5
6 WHEREAS, The Catholic Church and Archdiocese of San Francisco have always been
7 important pillars of our community in San Francisco; and

8 WHEREAS, The City and County of San Francisco recognizes the incredibly hard
9 work, dedication and positive impact teachers within our Catholic Schools in San Francisco
10 have had on young children in San Francisco for generations; and

11 WHEREAS, The City and County of San Francisco also respects the autonomy of the
12 Archdiocese of San Francisco; and

13 WHEREAS, Certain recent events within the Archdiocese of San Francisco have
14 caused great concern within the City of San Francisco and amongst San Francisco residents,
15 including distributing inappropriate pamphlets with sexual content to grammar school children,
16 and the introduction of “morality” clauses into teacher handbooks; and

17 WHEREAS, These recent events and practices are contrary to shared San Francisco
18 values of non-discrimination, women’s rights, inclusion, and equality for all humans; and

19 WHEREAS, The new proposed teacher handbook requires that faculty must “refrain
20 from public support of any cause or issue that is explicitly or implicitly contrary to that which
21 the Catholic Church holds to be true;” and

22 WHEREAS, These “morality” clauses condemn homosexuality as contrary to “natural
23 law,” contraception as “intrinsically evil,” and extra marital sexual relationships, homosexual
24 relations, masturbation, fornication, the viewing of pornography, and the use of assisted
25 reproductive technology as a “gravely evil,” among other clauses that require every staff

1 member to “conduct their lives so as not to visibly contradict, undermine or deny these truths;”
2 and

3 WHEREAS, Such referenced “morality clauses” raise serious concerns about how they
4 would impact a teacher’s personal life, and most importantly, the lives of the students they
5 help to teach, nurture, and grow; and

6 WHEREAS, The proposed language affects not only educators, but students, their
7 families and the entire San Francisco community; and

8 WHEREAS, The specific proposed language raises serious workers’ rights concerns
9 around discrimination, the right to privacy, and the right for any individual to conduct their
10 personal life however they choose, so long as it is not detrimental to their role as an educator;
11 and

12 WHEREAS, San Francisco is known around the world as a place of inclusion,
13 tolerance, and acceptance for individuals and their life choices, regardless of religion, sex,
14 sexual orientation, or beliefs; and

15 WHEREAS, All religions are rooted in the idea that God is love, which is in parallel to
16 our shared San Francisco values of inclusion, tolerance, acceptance, and the basic belief that
17 we are all created equal; now, therefore, be it

18 RESOLVED, That Board of Supervisors recognizes the incredible contribution of
19 educators and administrators in our Catholic Schools in the lives of young men and women in
20 San Francisco; and, be it

21 FURTHER RESOLVED, That the Board of Supervisors urges the Archdiocese of San
22 Francisco to fully respect the rights of its teachers and administrators, and pursue contract
23 terms with their educators that respects their individual rights, but also recognizes the
24 informed conscience of each individual educator to make their own moral decisions and
25 choices outside the workplace.