



14 October 2020

MEMORANDUM

Church of St. Francis Xavier Human Sexuality and Sexual Identity Policy

In accordance with the teachings of the Catholic Church and the guiding principles provided by the Catholic Bishops of Minnesota, the Church of St. Francis Xavier is committed to providing a safe environment that allows all people to flourish personally, intellectually, spiritually, and pastorally. Catholic teaching permeates and shapes all the ministries and activities of a parish, including its parochial school, faith formation, and youth ministry. The innate dignity of each person as created by God is to be protected and respect at all times.

Each person is created by God with a body and soul (cf. Gen 1:27) and the dignity and identity of each person is found in this creation and the likeness God (cf. CCC, 364). God uses the body to reveal to each person his or her sexual identity as male or female; the harmonious integration of a person's sexual identity with his or her sex is an expression of the inner unity and reality of the human person made in the image and likeness of God (cf. CCC, 364-365). The differences between men and women are equal and complementary.

The Church of St. Francis Xavier, in all of its ministries and activities, based upon these principles will carry out its teaching and practices in the following manners. St. Francis Xavier Catholic School, St. Francis Xavier Youth Ministry, and St. Francis Xavier Faith Formation are all included in this policy.

1. All policies, procedures, resources, employee training, volunteer training, and assistance given to families will be consistent with the Church's teaching on the dignity of the human person, including human sexuality.
2. Student's name and pronoun usage will correspond to his/her sex (see definitions below).
3. Student access to facilities and overnight accommodations will align with his/her sex.
4. Eligibility for a single-sex curricular and extracurricular activities will be based on the sex of the child.
5. Expressions of a student's sexual identity are prohibited when they cause disruption or confusion regarding the Church's teaching on human sexuality.
6. The consciences of students and employees will be respected with the assurance of their inviolable right to the acknowledgment that God has created each person as a unity of body and soul, as male or female, and that God-designed sexual expression and behavior must be exclusively oriented to love and life in marriage between one man and one woman.
7. Administration will communicate with parents and guardians their child's behavior at school, faith formation, and youth ministry and inform them of any concerns relating to the physical,

emotional, social, and spiritual health, safety, or welfare of their child, except when advised otherwise by law enforcement or social service agency.

This policy was discussed and voted upon by the Church of St. Francis Xavier's corporate board on October 14, 2020.

Definitions

Sex refers to a person's biological identification as male or female based upon physical characteristics present at birth.

Sexual identity refers to a person's identity as male or female that is congruent with one's sex.

Sexual binary refers to the God-given gift of the human family created male or female in the image and likeness of God.

Transgender or gender non-conforming is an adjective describing a person who perceives his or her sexual identity to be different from his or her sex and publicly presents himself or herself as the opposite sex or outside the sexual binary. Such public expressions that are intended to communicate a sexual identity different from one's sex include, but are not limited to, utilizing pronouns of the opposite sex, changing one's name to reflect the cultural norms of the opposite sex, wearing a uniform designated for the opposite sex, and undergoing surgery to change the appearance of one's reproductive or sexual anatomy.