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

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

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

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

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

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

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

WHEREAS, These "morality" clauses condemn homosexuality as contrary to "natural law," contraception as "intrinsically evil," and extra marital sexual relationships, homosexual relations, masturbation, fornication, the viewing of pornography, and the use of assisted reproductive technology as a "gravely evil," among other clauses that require every staff
member to "conduct their lives so as not to visibly contradict, undermine or deny these truths;"

and

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

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

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

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

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

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

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

March 03, 2015 Board of Supervisors - ADOPTED

Ayes: 11 - Avalos, Breed, Campos, Christensen, Cohen, Farrell, Kim, Mar, Tang, Wiener and Yee

I hereby certify that the foregoing Resolution was ADOPTED on 3/3/2015 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Angela Calvillo
Clerk of the Board

Date: 3/13/15