

Parish Display of Offensive Material Policy

Objective/Intent

This policy is designed to ensure that employees refrain from displaying any material that may be perceived to be offensive by other employees or parishioners of the Parish.

Background

The display of potentially offensive material may offend employees and parishioners of the Parish. Not only can it be offensive it may also be in conflict with the teachings of the Church.

Policy

The Parish prohibits the display, of material in the workplace, in any parish owned buildings, vehicles or on any parish owned plant or equipment, of material that would be considered offensive by a reasonable person. Any such material will be removed, at the discretion of the Parish Priest.

Offensive material will include, but not be limited to material that is:

- sexually explicit,
- promoting crime or violence,
- promoting or criticising of religious beliefs,
- likely to incite racial tension,
- displaying the infliction of extreme violence or extreme cruelty,
- in conflict with the beliefs and teachings of the Roman Catholic Church
- not consistent with contemporary community standards, or
- is likely to be perceived as harassing, inciting or demeaning to preference, race, religion or ethnic background.

Where an employee or parishioner is offended by the display of certain material, or considers that the material may offend others, an informal direct approach should be made to the person responsible for the display of the material explaining specific concerns and the nature of the offence taken or perceived.

Where it is perceived that direct contact with that person may be either embarrassing for either party or counterproductive, the employee or parishioner should speak to the parish priest so that arrangements may be made to communicate the nature of the offence caused.

Where agreement cannot be reached on either the removal or otherwise of the offending material, the matter shall be referred to the Bishop.

Where an employee is either not available or is not willing to remove the offensive material, the Bishop may direct that it be. Where an employee does not co-operate with the process for resolving the issue the matter will be dealt with as a disciplinary issue.