**When Grantmakers/Funders Require You to Certify Compliance.**

We checked with Archdiocesan attorney Will Crowley, and if your parish or school is being asked by grant making/fundraising organizations to provide a certification along the following lines: "I certify that: My organization does not discriminate on any unlawful basis in either hiring/employment practices or in the administration of programs and services “ or “”My organization does not discriminate on the basis of sexual orientation or gender identity in hiring/employment practices,” then the response needs to be: “My organization does not discriminate subject to its First Amendment rights” or the parish or school cannot go forward with the funding request.

Please contact the Parish Financial Services office if you have any questions.

PAAs: please pass this on to the appropriate folks at your school, including any development staff/volunteers.

For Benevity, you can now work with this by clicking the ‘Yes’ button on question

2, and then a ‘2a’ questions appears allowing you to state you are a religious organization exempt from compliance. So for Benevity, that is the option you should choose.