

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

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 recommended response is: "My organization does not discriminate subject to its First Amendment rights".

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.

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

Please contact the Parish Financial Services office if you have any questions or guidance on a specific matter.