

NON-Discrimination for Employees and Students Policy

1. Divine Mercy University (“the University”) is an institution of higher learning that is religiously aligned with the teachings of the Roman Catholic Church. The Roman Catholic Church teaches that every type of discrimination, whether social or cultural, whether based on sex, race, color, social condition, language or religion is to be overcome and eradicated ([Vatican Council II, Gaudium et Spes, § 29, 1965](#)). The University strives to provide a learning, working, and living environment free from all forms of unlawful discrimination, discriminatory or sexual harassment, and all forms of sexual misconduct. Unlawful discrimination, harassment and sexual misconduct undermine the core mission of the University and threaten the careers, educational experience, and well-being of students, faculty, and staff.
2. We believe that all persons are called by God to contribute to the sanctification and transformation of the world, by fulfilling their own particular duties in the spirit of the Gospel and Christian discipleship, so that “All the members [of the Church] ought to be molded in the likeness of Him” ([Vatican II, Lumen Gentium, § 7, 1964](#)) Working, studying, and participating in a Roman Catholic organization is one path of such Christian discipleship in outward witness to the world of the Face of Christ, and those who form part of the the University community continue, in a very real way, the mission and ministry of Christ. This reflects the words of the late Holy Father Benedict XVI who remarked “charity in truth becomes the Face of His Person, a vocation for us to love our brothers and sisters in the truth of His plan.” ([Pope Benedict XVI, Caritas in Veritate, §1, 2009](#))
3. It is a blessing and responsibility to participate in Divine Mercy University’s mission—a blessing to work in its critical healing mission and a responsibility to steward what God has entrusted us. The guiding principle for this stewardship is the Magisterium of the Roman Catholic Church. The University’s Board of Directors, informed by the indications of the local bishop, is solely responsible with the interpretation and proper application of the Magisterium in a manner consistent with the University’s mission.

The Catholic Church—reaffirming her core teaching on the dignity of the human person—recently promulgated [Dignitas Infinita](#) discussing contemporary challenges in society to protecting human dignity. Central to this challenge is an unnatural divorce between human freedom and truth in many areas of life. “Thus, it would be a grave error to think that by distancing ourselves from God and his assistance, we could somehow be freer and thus feel more dignified. Instead, detached from the Creator, our freedom can only weaken and become obscured. The same happens if

freedom imagines itself to be independent of any external reference and perceives any relationship with a prior truth as a threat; as a result, respect for the freedom and dignity of others would also diminish.” ([Dignitas Infinita, §30, April 8, 2024](#)). DMU grounds its actions in the Truth as revealed in the Roman Catholic Magisterium.

4. With the foregoing in mind, it is the University’s commitment to comply in all activities with all required federal, state and local laws concerning the recruitment of students and unlawful employment discrimination. Nevertheless—taking into consideration the University’s rights protected under the First Amendment to the US Constitution and the relevant jurisprudence on the Freedom of Religion and Freedom of Association, among others— the University may lawfully advance its core commitment to its Roman Catholic identity and apply lawful exceptions to federal, state, and local laws to protect its mission. The University makes decisions for employee and student applicants without unlawful discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions such as miscarriage), age, physical or mental disability, military status, or any other category or characteristic protected by applicable law not in conflict with its mission and/or the teachings of the Roman Catholic Church.
5. Those who come to work or study at the University either personally hold the Roman Catholic Church’s vision of God and the human person or remain respectful at all times of this vision. A concern for physical, psychological, social, and spiritual development and well-being motivates the University to clearly identify the qualities of character, teaching, interaction, and conduct that the University community strives to attain. The Roman Catholic identity of the University has core implications for the model of training at the University and the form of our common life.
6. For employment positions in which membership in the Roman Catholic Church is a bona fide occupational qualification reasonably necessary to the normal operation of the University’s activities and the advancement of its mission, the University reserves the right to employ only persons who are practicing members of the Roman Catholic Church as determined solely by the decision of Divine Mercy University. Where appropriate, from time-to-time, the University will ask for a written affirmation of this commitment in specificity.
7. Furthermore, the University welcomes qualified students from both faith and non-faith-based worldviews; nonetheless, all students who seek admission must sincerely desire to share the University’s mission and objectives and respect the University’s Catholic Christian identity and approach to the dignity of the human

person. Given its distinct and unique goal of integrating human sciences with the Roman Catholic view of the person, the degree programs at the University will differ from non-religious programs in their approach, while maintaining the rigor in both the quantity and quality of education and clinical training.

Approved: June 27, 2025

Non Discrimination for Student Catalog

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We believe that all persons are called by God to contribute to the sanctification and transformation of the world, by fulfilling their own particular duties in the spirit of the Gospel and Christian discipleship, so that “All the members [of the Church] ought to be molded in the likeness of Him” ([Vatican II, Lumen Gentium, § 7, 1964](#)) Working, studying, and participating in a Roman Catholic organization is one path of such Christian discipleship in outward witness to the world of the Face of Christ, and those who form part of the the University community continue, in a very real way, the mission and ministry of Christ. This reflects the words of the late Holy Father Benedict XVI who remarked “charity in truth becomes the Face of His Person, a vocation for us to love our brothers and sisters in the truth of His plan.” ([Pope Benedict XVI, Caritas in Veritate, §1, 2009](#))

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University's Catholic Christian identity and approach to the dignity of the human person. Given its distinct and unique goal of integrating human sciences with the Roman Catholic view of the person, the degree programs at the University will differ from non-religious programs in their approach, while maintaining the rigor in both the quantity and quality of education and clinical training.