



## **ADDITIONAL ACTIONS 2010**

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During the 2010 annual compliance audit as with previous audits, the arch/dioceses/eparchies were asked if they had any “Additional Actions” for the protection of children which they would like to share with the auditors. The wording on the audit form is stated as follows:

*The following is submitted as reflective of this diocese’s/eparchy’s advancement in the implementation of the Charter for the Protection of Children and Young People. Each example took place during the current audit period, and exceeds what is required by the Charter.*

*(Describe the activity, providing as much detail as possible, to include the nature of the situation, what the diocese/eparchy has done, and how it has been received by the intended audience. The action must have occurred between the first day of the last compliance audit to the first day of the current compliance audit, and will be verified by the Auditors. Please limit your response to one or two paragraphs for each action.)*

What is reflected as an additional action is what the arch/diocese/eparchy provided to the auditors during their audit. These additional actions are a further continuation of the efforts by the arch/dioceses/eparchies to reach out to victims to help with their healing and reconciliation and to keep the promise to protect child.

So we all can learn from one another, following is a listing by arch/diocese/eparchy of the additional actions submitted to the auditors in 2010.

### **Diocese of Albany, New York**

#### **Seminarian Training**

The Albany diocese has a very strong focus on prevention, by providing ongoing training to the seminarians throughout the year. For example, though the seminaries address the issue of maintaining boundaries with talks and workshops and the seminarians are required to attend Virtus training, at the annual seminarian retreat offered by the diocese, the DVD “The Healing Circle” was viewed followed by a discussion on appropriate/inappropriate behavior on the part of priests in interacting with youth.

### **Diocese of Allentown, Pennsylvania**

New Protecting God’s Children DVD’s were purchased from VIRTUS that include sections on internet predators. The Diocese’s Protecting God’s Children facilitators were trained on the updated materials and are using these materials in their programs.

The Diocese of Allentown updated and re-issued its *Overview of Charter Initiatives* booklet to all Pastors, Principals, Administrators, Directors of Religious Education and Local Safe Environment Coordinators. A copy of this booklet is enclosed.

A new promulgation letter for all *Charter* initiatives was issued since the Diocese of Allentown has a new Bishop, Most Reverend John O. Barres, D.D. The letter was included in the updated Charter Initiatives Booklet.

The Diocese of Allentown implemented two new procedures: “Parents on the Megan’s Law Website” (on page 32 of the enclosed booklet) and, “Diocesan Policy For a Speaker on any Religious Topic or For Someone Who Is Conducting Spiritual Services” (on page 35 of the booklet).

Parents on the Megan’s Law Website: The procedure states that if a parishioner or parent of a diocesan school student, CCD/PREP student, CYO participant, Boy Scout or any child in our care, is identified to the Diocese of Allentown, its parishes, schools, administrative offices or affiliated organization as being listed on the Pennsylvania or any other state’s Megan’s Law website, as a sex offender or sexually violent predator, the parent’s access to the parish and school will be limited.

Diocesan Policy For a Speaker on any Religious Topic Or For Someone Who Is Conducting Spiritual Services: In order to assure that the true Catholic faith is taught genuinely and truly nourishes the spiritual lives of the Catholic faithful of the Diocese of Allentown, guidelines were developed for the approval of speakers on any religious topic. Please see page 35, #4, regarding clearances for clergy, religious and laity.

The Diocese of Allentown’s website is currently being updated to mirror the updated booklet.

The Victim’s Assistance Coordinator pamphlets in English were updated and distributed. The updates to the Spanish, Vietnamese and Portuguese pamphlets are pending the receipt of the translations.

## **Diocese of Amarillo, Texas**

The Diocesan Faith Formation Director periodically sends a letter to all CCD Directors and Catechists to advise as to current activities in the Faith Formation arena including brief reminders of on-going Safe Environment requirements. At Catechetical Training Classes (three to four per year) all attendees either by announcement or flyer receive information regarding the Safe Environment Policy. Such reminders reinforce the diocesan goals of achieving a Safe Environment in all children and youth oriented programs throughout the Diocese of Amarillo.

Each year a Safe Environment Office representative is interviewed by the Catholic Radio Station (KDJW 1360AM) for 30 minutes regarding the Safe Environment Program in the Diocese of Amarillo.

Also each year the Safe Environment Office submits an article about Safe Environment matters to the “West Texas Catholic”, the diocesan newspaper, which is distributed to every parish and a majority of the registered Catholic families.

## **Diocese of Arlington, Virginia**

### **MASSES TO PRAY FOR HEALING FOR VICTIMS/SURVIVORS OF SEXUAL ABUSE**

His Excellency, Bishop Paul S. Loverde, offered the first Mass to Pray for Healing for Victims/Survivors of Sexual Abuse in the Diocese of Arlington in June 2004. The Diocese of Arlington has celebrated a total of 28 Masses for this intention. The readings, music, and Prayers of the Faithful have been specially selected to offer healing to victims/survivors. One of the Victim Assistance Coordinators speaks briefly at the end of Mass to encourage victims to come forward and report. The Masses have been followed by a simple reception, and those who attend can speak with the Bishop, the Victim Assistance Coordinators, and the other priests in attendance. We estimate that 2,100 people have attended these Masses since their inception.

During this audit period, the Masses were held at:

- Sacred Heart Catholic Church, Manassas on October 26, 2009.
- Saint Rita Catholic Church, Alexandria on March 10, 2010.
- Saint Theresa Catholic Church, Ashburn on June 8, 2010.

### **PRAYER SERVICES FOR HEALING FOR VICTIMS SURVIVORS OF SEXUAL ABUSE**

In addition to the Masses to Pray for Healing for Victims/Survivors of Sexual Abuse, the Diocese of Arlington has also hosted a series of Prayer Services for this intention since April 2005. Reverend Mark Mealey, O.S.F.S., Vicar General, has been the main celebrant of most of the 17 Prayer Services for Healing for Victims/Survivors. The readings and Prayer of the Faithful are the same as those chosen for the Masses to pray for healing. The Prayer Services include a survivor's testimony of his/her efforts to heal from the effects of sexual abuse; the Diocese of Arlington has three individuals who work with our program who, after consultation with their treatment providers, have volunteered to speak at various events. The Prayer Services have been followed by a simple reception, and those who attend can speak with the Vicar General, the Victim Assistance Coordinators, and the survivor who spoke during the service and the other priests in attendance. We estimate that 300 people have attended the Prayer Services since their inception.

The Prayer Services during the last audit period have been held at:

- Saint Philip Catholic Church, Falls Church on November 7, 2009.
- Saint Andrew the Apostle Catholic Church, Clifton on December 1, 2009.
- Saint Timothy Catholic Church, Chantilly on April 29, 2010.

### **EVENINGS WITH BISHOP LOVERDE AT DOMINICAN RETREAT**

During this audit period, Bishop Loverde continued to invite all victims/survivors of sexual abuse and a support person to a series of support group meetings at the Dominican Retreat in McLean, Virginia. The meetings consisted of dinner, discussion, and a prayer service. Bishop Loverde offered encouragement to those in attendance in their spiritual and psychological struggles from the pain of abuse. At the end of the evening, the Bishop gave the victims/survivors and their support person a memento of the evening. The gifts this year were books on the Apostles and the Fathers of the Church by Pope Benedict XVI, and a copy of the Golden Counsels of Saint Francis de Sales. The evenings were held at Our Lady of Good Counsel in Vienna on October 6, 2009, and at Dominican Retreat on April 13 and May 10, 2010. A total of 250 people- both victims/survivors and support people- have attended the various programs at Dominican Retreat with Bishop Loverde.

## **RETREAT FOR VICTIMS/SURVIVORS OF SEXUAL ABUSE**

On September 19, 2009, the Diocese of Arlington held its first retreat for victims/survivors of sexual abuse and support persons. The retreat was held at Saint Ann Catholic Church in Arlington, and it lasted from 9:30 until 3:30. The day consisted of two morning talks, lunch with Bishop Loverde, a sharing support group with Bishop and a blessing, an afternoon rosary, and a closing prayer. Seventeen victims/survivors and support people were in attendance. Feedback from the retreat was very positive, and the Office of Victim Assistance is planning a second retreat this fall.

## **ADVISORY BOARD**

Bishop Loverde created an Advisory Board to assist the Office of Child and Youth Protection and the Office of Victim Assistance in planning. The Advisory Board serves a different role than the Review Board. The Advisory Board meets regularly to discuss the efforts and programming of the Offices of Child and Youth Protection and Victim Assistance and to offer a variety of perspectives. Composed of seven lay persons, a Diocesan priest, and a sister of the Oblates of St. Francis de Sales, the Board reviews the progress of the offices in meeting the needs of outreach and protection.

The Advisory Board met on the following dates this past year:

- September 28, 2009
- January 11, 2010
- January 26, 2010 (in conjunction with Review Board)
- April 26, 2010

## **VICTIMS/SURVIVORS PLANNING GROUP**

In an effort to be responsive to the needs of victims/survivors of sexual abuse, the Diocese of Arlington formed a small Victims/Survivors Planning Group. The goal of this group is to give feedback to the Victim Assistance Coordinators on the various efforts made by the diocese to reach out to victims/survivors and to encourage their psychological and spiritual healing. Over this past audit year, the group:

- Provided significant planning for the first retreat held in September 2009
- Provided significant feedback and planning for the upcoming retreat in fall 2010
- Assisted with welcoming new members to the group
- Offered suggestions for healing
- One member has written a book to be published in August about her recovery and healing from clerical abuse with the assistance of the Bishop and the Diocese of Arlington victim assistance program.

## **PRIEST WORKSHOP**

The Office of Victim Assistance offers annual workshops on abuse and trauma to a select group of diocesan priests who provide spiritual direction to victims/survivors of sexual abuse. These priests offer an important spiritual component to healing for victims/survivors. This group of priests is trained by area professionals and has the opportunity to hear testimony from survivors of sexual abuse. This year, the training was held on May 17, 2010. Psychologist Dr. Joseph Corbo presented on spiritual direction and the needs of those who have been traumatized, and two survivors of clergy abuse spoke to the priests.

## **SCOPE OF OUTREACH TO SURVIVORS OF SEXUAL ABUSE IN THE DIOCESE OF ARLINGTON**

- Bishop Loverde has encouraged the Victim Assistance Coordinators in outreach efforts to victims/survivors of incest and violence on the streets in addition to those who were abused by someone in the Church.
- During the last audit period, the Victim Assistance Coordinators have received calls from 50 individuals and family members who have suffered from abuse in their families or through violence on the street. In addition, the Victim Assistance Coordinators continued to provide outreach and healing to 31 individuals and family members who contacted the office in previous years.

## **COMMUNICATION**

- The VACs sent color copies of the schedule to all pastors for their parishes.
- The VACs wrote letters to pastors whose parishes are near the ones hosting events. The letters asked the pastors to promote the masses and prayer services in their area, both in the announcements and in the bulletin.
- The VACs sent a letter to those victims/survivors willing to receive mail that included a copy of the scheduled Masses, Prayer Services, Support Group Meetings and Retreat for the 2010-2011 year.
- The VACs participate in the Diocesan blog and have submitted blog posts written by a survivor of abuse and by the VACs. The post submitted by a survivor of abuse generated many responses on the blog.

## **PUBLICITY**

The VACs placed advertisements in local newspapers to encourage victims to come forward and report abuse. This has been the seventh year that the VACs have placed advertisements in both large secular DC-Metro and local Northern Virginia newspapers. During this audit period, the advertisement ran in 20 secular newspapers in addition to the Diocesan paper, the Arlington Catholic Herald, in the hope that victims/survivors will be encouraged to contact the Victim Assistance Coordinators.

Additionally, events are published on the Diocesan website, on the Diocesan blog, on the Facebook page, and on Twitter. These social media outlets are used in conjunction with traditional media to publicize our program and our events.

## **CREDIBLY ACCUSED PRIESTS FROM OTHER DIOCESES**

When we become aware that a priest from another diocese who was credibly accused is now residing in our diocese, the Chancellor and General Counsel notifies law enforcement in that locality of his presence and also advises pastors of nearby parishes so that they are aware in the event he attempts to volunteer for activities with children. In addition, a notation is made in the dioceses child protection data base that this individual is not eligible to work or volunteer with children.

## **Archdiocese of Atlanta, Georgia**

### **Supplemental Safe Environment Training – YOU MATTER**

#### **Parish School of Religion (PSR):**

Although the Charter is satisfied by PSR students receiving Safe Environment Training in their Public School System Health and Safety curriculum, we wanted them to learn about what God wants for them on this very important issue as well. The Archdiocese of Atlanta created the Children “You Matter” materials as follow:

#### *YOU MATTER materials*

- *Grades K-3 Coloring Book*
- *Grades 4-8 Activity Book*
- *Grades 9-12 Teen “You Matter” DVD*

#### **Archdiocesan Catholic Schools (ACS):**

Students participate in the YOU MATTER Archdiocese of Atlanta Safe Environment Program required as part of the school curriculum every five years; interim years only the new students participate. This is published in the *Catholic School’s Policy Manual, page VI-, 7item 6235*

## **Diocese of Austin, Texas**

- Fully implemented Refresher workshops. In 2008 the DOA began requiring workshop attendance every 3 years for those individuals required to be compliant with our Ethics and Integrity in Ministry policies. For the first year we continued to use the 3 hour workshop required for all employees, volunteers, educators, clergy, etc. In fall 2009 we launched a ‘refresher’ workshop that is 1 ½ hours in length and uses the DVD segments the middle/high school youth watch in their education program. Discussion includes the basics about boundaries/violations but also reviews policies and procedures regarding interacting, reporting, and responsibilities of an adult working with minors. Feedback has been positive both regarding the shortened workshop and the different DVD series.
- Fully implemented *Called to Protect for Children*. In the 2009 school year all parishes and Catholic schools began using a new education program for children K-5<sup>th</sup>. CTPC is a Praesidium, Inc product; it is classroom based with simple lesson plans that the catechist or teacher can integrate easily into the program lessons. Feedback has generally been positive.

## **Diocese of Baton Rouge, Louisiana**

- Creation and dissemination of Cyberbullying PSA to commemorate Child Safety in April
- Creation of new Collateral Material promoting Child Protection and its correlation to the teachings of the Catholic Church
- Created new integrated web site for Child Protection Office to promote the message, curriculum, policies and procedures in a more interactive way
- Translating the Code of Ethics into more Languages (Completed Vietnamese and working on Spanish)

- Annual Site audits of every Church and Parish to ensure compliance with the Safe Environment Policies
- Creation of a Continuing Education Resource Program for active volunteers

## **Diocese of Beaumont, Texas**

The following was developed July, 2009 and is on our diocesan website under the "Safe Environment Tab", "Other Safety Measures".

### **Other Measures To Maintain A Safe Environment in the Diocese of Beaumont**

#### **REGISTERED SEX OFFENDERS AND ATTENDANCE AT MASS (7-17-09):**

In the recent past a few of our pastors have sought advice after being contacted by registered sex offenders inquiring about attending Mass. These offenders were on probation. After consultation with a Criminal District Court Judge, a District Attorney, and three members of the Probation Office, the following steps of due diligence were developed to assist pastors. These steps acknowledge that the baptized have a right to the sacraments, and the Church has a responsibility to maintain a safe environment.

- 1) When meeting with the offender, obtain the offender's name, address, and phone number for the pastor's confidential records. Request a copy of the probation orders to see the restrictions the Court has placed on the offender and specific conditions pertaining to child safety zones. These must be observed. Obtain the name and contact information of the offender's probation officer.
- 2) For higher risk offenders, the probation officer may require the offender to obtain a written statement from the pastor stating the pastor has been informed that the individual is a registered sex offender and that the pastor has read the probation conditions and restrictions, especially pertaining to child safety zones. In this case, the pastor is to provide a written, signed & dated statement, keeping a copy for the pastor's files, along with the copy of the probation orders. Also, the pastor is to make notes documenting the visit and the conditions for attending Mass (see #3 below) that the pastor gives to the offender. [It may be helpful if the pastor gives the offender the conditions *in writing*, so the individual has a document for personal reference and for his probation officer.]
- 3) If the probation orders do not prohibit the offender from attending Church, the pastor is to set the following conditions:
  - a) Attend the Mass that has the fewest children & youth present. The pastor specifies which Mass this is. [It might be the early morning Mass on Sunday.]
  - b) Ask the offender to sit in a particular area of the Church, which is usually vacant during that Mass or where children do not sit (perhaps a front pew to the side).
  - c) Ask if a family member or friend can accompany the offender to Mass each time. This is desirable, but may not be possible if the family members or friends are not Catholic or no longer attend Church.
  - d) Request that the offender not linger around after Mass but leave the premises promptly.
  - e) Prohibit the offender from attending other parish events where children and youth will be present.



f) Clarify for the offender that if he does not comply with his probation restrictions while on parish property the pastor will notify the probation officer.

### **Diocese of Belleville, Illinois**

The Diocese of Belleville has continued to require annual training for all Employees/Volunteers who have substantial contact with children. This topic for 2009-2010 was Mandated Reporting and was conducted online. The course was made available through the IL Department of Children and Family Services.

We have also continued to require annual training for our children/youth in our Catholic Schools and Parish Schools of Religion regarding child safety. The training is age-appropriate and builds upon concepts from year to year.

The Office of Child Protection completed 3 reviews of parishes and/or schools during this audit period and 3 reviews of locations from prior years that were not fully compliant. The process has helped locations recognize any deficiencies and has created a larger awareness of the importance of child protection. It has also given locations in-person contact with the Director of Child Protection so that any questions/concerns can be addressed while on-site. The schools that are completed are done in conjunction with the Office of Education and the State Board of Education.

The Diocese of Belleville has a 2-tier process for completing background checks. All Employees and Volunteers who have substantial contact with children/youth are required to complete a background check through the IL Department of Children and Family Services. This provides information to us specific to child abuse and neglect allegations. In addition, all employees, volunteers in leadership positions and volunteers who have lived outside of IL within the past 5 years are required to complete a criminal background check. Most are name-based conducted by the IL State Police, but for those who have lived outside of IL within the past 5 years we use Lexis-Nexis (formerly ChoicePoint) to conduct a national search. All employees in our schools have a fingerprint-based search by the state of IL and FBI as required under IL law.

### **Diocese of Biloxi, Mississippi**

1. Based upon information from and a recommendation by our prior year's auditor, Mr. Larry McCormick, we have crafted and implemented a standard 'Report of Abuse Checklist' for use in the Diocese of Biloxi. It has been distributed to those individuals who might be in receipt of an allegation. This allows for the uniform collection of information and far more importantly, ensures that all of the needed information is obtained during a phone call or other communication so that the appropriate follow-up actions may occur.

2. The Diocese of Biloxi offers the Safe Environment Program on an annual basis to both parochial school students as well as CCD students. The Charter states that the student need only participate in the program once. However, since our program is age-specific, we encourage our students to participate in it on an annual basis.

## Diocese of Bismarck, North Dakota

A manual, *Personal Safety Awareness K-8*, consisting of suggested curriculum guidelines was developed and given to each parish as well as promoted it in the *Dakota Catholic Action*, our monthly diocesan newspaper sent directly to more than 24,000 homes. The manual has become the primary basis for the development of local training programs.

*Safe Environment Step-by-Step Guide* was also developed and provided to each of the parishes. This guide includes instructions on implementing the Charter for parishes and schools on a month by month basis. All forms necessary, including the annual audit forms, are provided in this resource.

Assistance was given by the diocese to the organizers of an *Abuse Victims Support Group*. The group is reaching out to adult victims of all kinds of abuse. The diocese provides monetary support for a professional counselor and spiritual guidance. The group meets monthly at a local parish in Bismarck. Participants in the group have been increasing.

We published a pornography awareness article in *Dakota Catholic Action* by a young man attending one of our state universities. The article was well received.

Publish monthly in the *Dakota Catholic Action* ¼ page on child safety and care called *Kidwise*. The submissions come from the state-wide organization *Prevent Child Abuse North Dakota*.

Developed and distributed a policy and guidelines for home-based catechetical classes which is widely used in the diocese.

## Diocese of Bridgeport, Connecticut

During the current audit review period, articles were published in CT newspapers on Safe Environment programs. One article published September 2009 titled *Parents need to ask: How safe is your child's school*, highlights Safe Environment programs in the Diocese of Bridgeport and provides basic facts surrounding child sexual abuse. The article encourages parents to ask specific questions about background checks and training policies to ensure the safest possible environments for their children.

During the fall of 2009 the Director of Safe Environments was invited to participate in a focus group consisting of community leaders in the area of child safety and sexual assault prevention held at the Town Hall in Fairfield, CT. Participants included leaders from CT sexual assault crisis centers and domestic violence prevention programs, medical personnel, PTA members, police officials and other public officials. This was a great opportunity to share with a wide cross section of community leaders the work that is being done in the Diocese of Bridgeport as well as all three CT Catholic dioceses to assist victims and protect children.

In March 2010, The Director of Safe Environments together with Safe Environment Director in the Archdiocese of Hartford and the Diocese of Norwich provided public hearing testimony to

educate state legislators on the high standard of safety, background check policies and child abuse prevention programs in place in CT Catholic Schools and Parishes.

During the month of June 2010 a special Safe Environment Program on the topic of Cyber-Bullying was conducted for parents and students. This program was provided by the Director of Safe Environments together with the Office for Education. An updated school bullying policy was finalized during 2009. The presentation included a discussion on cyber-bullying, safe texting, and online gaming. The Office for Safe Environments holds continuing education series on an annual basis.

April 2010 Child Abuse Prevention Month, the Diocese of Bridgeport distributed pamphlets and articles to schools and parishes. Information and resources including links to the specific resources offered by the U.S.C.C.B. Office of Child and Youth Protection are posted on our diocesan website each April.

Efforts continue to make the delivery of the Safe Environment training as easy as possible for the schools and parishes. Each year the Director of Safe Environments conducts train-the-trainer opportunities to ensure that every site in the Diocese who requests a VIRTUS session is provided with one and every location that wishes to have a trainer onsite can be accommodated. Currently there are 70 volunteer VIRTUS facilitators in the Diocese of Bridgeport and we conducted approximately 1,600 adult awareness trainings since 2003.

Members of the Safe Environment Office recorded a TV show through the Archdiocese of Hartford Office of Radio and TV, *That's the Spirit* on background check policies, Victim Assistance programs and contact numbers and other areas pertaining to Safe Environments including the Child Lures *Think First and Stay Safe* Program.

The Archdiocese of Harford Office of Radio and TV ran a story covering VIRTUS training in the Diocese of Bridgeport broadcast on local radio and television. The show included an interview with a VIRTUS facilitator and an interview of participants immediately following the session.

During this review period another radio show date was scheduled. The upcoming radio show called *Thoughts for the Week* will take place during August and will be dedicated to Safe Environment programs in the Diocese of Bridgeport. The show is heard locally on a number of AM and FM stations and nationally on the ABC Satellite Network

The Safe Environment awareness training program in the Diocese of Bridgeport includes Independent Contractors and Vendors. The Diocese of Bridgeport goes above and beyond the *Charter for the Protection of Children and Young People* by including all volunteers, employees, vendors and independent contractors not just those in direct or routine contact with children. This eliminates the need to evaluate number of contact hours with children for individual groups and it increases the number of trained and screened personnel across the Diocese. Over 300 community businesses and vendors participated in Safe Environment programs since 2003

The Background check policy in the Diocese of Bridgeport is inclusive of vendors/contract employees. All Independent Contractors are required to screen any person they will bring onto the property. They agree to conduct a criminal background check and that they will not place any employee who has a crime against children or a sex crime to work or volunteer for the diocese. Vendors have been assisted by our Human Resource department with developing a background check process during the current audit review period.

The Diocese of Bridgeport offers Safe Environment training to anyone interested in child safety in our community including parishioners and outside community groups.

The Director of Safe Environments and the Director of Human resources provides ongoing in-services and communication to new Directors of Religious Education, School Principals, School Business Managers, Youth Ministers, VIRTUS facilitators and Local Safe environment coordinators to assist parishes with continued support for the programs and to provide annual program updates.

Parish Safe Environment planning committees were a part of many parish events including parish carnivals, fairs, fall festivals and in the planning of retreats and trips. Many parishes had informational booths and materials on Safe Environments available throughout their events.

A case review team is in place. This team reviews safety issues and incidents that do not meet criteria for the Diocesan Review Board. This team always includes the Chancellor of the Diocese, The Episcopal Vicar for Administration, The Director of Safe Environments and The Victim Assistance Coordinator. In any situation involving adult-adult complaints the meetings include the Director of Human Resources. In situations involving Clergy, the Episcopal Vicar for Clergy is included. In all cases involving the Catholic Schools, The Superintendent and Deputy Superintendents are included. In situations involving parish youth programs or religious education the Director of Pastoral Services and the Director of Youth Ministry are included.

Safe Environment training and educational materials are provided to the public and information on reporting incidents of abuse are made available 24 hours a day. The Diocesan website [www.bridgeportdiocese.com](http://www.bridgeportdiocese.com) contains a VIRTUS brochure in several languages and contains links to The Child Lures and Personal Safety training programs.

Safe environment training sessions are offered to parents with children enrolled in religious education at the parishes. This is in addition to the child abuse prevention programs in their schools. The Safe Environment Office works closely with the Center for Women and Families which is an ongoing provider of child sexual abuse prevention programs in local public schools. We have the opportunity to preview these child safety programs to ensure that they are consistent with our own Safe Environment programs. One of the programs they use is modeled after the program we use in our diocese and many of their trainers are also VIRTUS facilitators for the Diocese of Bridgeport.

A Healing Retreat is available to Survivors of Sexual Abuse. *Disregarding the Shame and Reaching out for the Joy* was co-created and conducted annually by one of our diocesan priests, Rev. Lawrence Carew. In addition to the retreat there is a series of DVD's available for

counselors and others involved in healing ministries to prayerfully address the wounds and pain surrounding victims of sexual, physical and extreme emotional abuse.

Additional child safety programs are organized by the Catholic schools that go above and beyond the required Safe Environment program and the Charter. Each school principal is requested to annually submit a description of any additional programs they provide to students. During this current audit review period additional personal safety programs implemented in our Catholic Schools included a special training on Halloween safety, The McGruff Safe Kids program on abduction prevention, Officer Friendly, Officer Phil Program, The NED show anti-bullying program, interactive Theatre presentations on safety and health related topics, D.A.R.E., The Power of Kids program, trainings with local town police departments, Internet and social networking safety for parents and children, and bullying awareness programs.

The Child Lures *Think First & Stay Safe* program and the *Personal Safety* program for High School Youth is delivered by one trained counselor from Catholic Charities. The Diocese of Bridgeport employs one counselor to train parents, children in grades K-8 and High School youth on Safe Environments. We repeat training annually and include cyber safety, abduction prevention and bullying awareness in addition to sexual abuse prevention. By using one trainer we are able to ensure a consistent and age appropriate message to students and parents feel comfortable being able to meet with the trainer in advance. The feedback from parents has been very positive.

Parent training: Every parent with a child enrolled in our Catholic Schools receives training materials in advance of classroom instruction so that Safe Environments begins at home. This includes a parent training guide, informational brochure and a parent letter notifying them of training schedule. In the Diocese of Bridgeport parents are provided the opportunity to attend a live preview session of all children's safety training programs in addition to VIRTUS which is required for parents who volunteer in our schools. Several schools ask all parents to attend VIRTUS training at the time they enroll their child regardless of whether they plan to work or volunteer.

Language Translations and Bi-Lingual Facilitators: During this audit review period VIRTUS trainings were available in English, Spanish, Portuguese, Vietnamese, Polish, and French/Creole Modified trainings have been provided for persons with learning disabilities and the videos are closed captioned.

Two Tri-fold brochures are available for adults and youth on our diocesan website, at schools and in parishes that highlight key points from VIRTUS training and from the Personal Safety training provided in the Catholic schools. The brochures provide contact information for reporting suspected abuse of a minor to the CT Department of Children and Family Services hotline and to the Victim Assistance Coordinator in the Diocese of Bridgeport.

Local Safe Environment Coordinators are in place at schools, parishes and Catholic Charities programs with access to the VIRTUS database. Coordinators are able to log into the VIRTUS database 24 hours a day to locally track Safe Environment requirements for their employees and volunteers. Parish Soft database has been implemented in several parishes throughout the

Diocese of Bridgeport with a program for further assisting with tracking Safe Environment compliance at the parish level.

**Safe Environment Column:** The Fairfield County Catholic Newspaper provides a column on Safe Environment updates and educational information on child safety. Articles are run periodically throughout the year.

A Self-Audit process is in place to locally monitor and track training and background check progress annually. Reports are provided by Pastors, Directors of Religious Education and Local Parish Safe Environment Coordinators and the data is compared with VIRTUS training records and with background check reports to be sure that programs are active at each location. All background checks are processed locally by schools and parishes and all results return to only one source, the Diocesan Director of Human Resources.

The Bridge is a weekly online mailing provided to all Pastors, Directors of Religious Education, School Principals, Program Directors, Administrators, school and parish offices and Catholic Charities programs. The Bridge includes a section on Safe Environment training opportunities, program updates and news. The Bridge also includes U.S.C.C.B. warnings and notifications concerning priests who are not in good standing. This newsletter is sent to every parish directly from the Bishops Office and is posted online at [www.bridgeportdiocese.com](http://www.bridgeportdiocese.com).

**Additional training:** Safe Environment information is communicated during all new employee orientations. All new principals and catholic school teachers receive training on CT Mandated reporting laws and procedures. The Director of Safe Environment received certification as a facilitator of mandatory abuse reporting classes through the State of CT D.C.F. training academy.

The Human Resource Department has in place procedures for the safe storage and processing of all documentation related to Safe Environments and background checks. This policy is communicated to all parish locations and assists volunteers in the prevention of identity theft.

The Safe Environment Office provides cards to every VIRTUS participant containing instructions for training, background checks and obtaining the Code of Conduct and Sexual Misconduct Policy. This card describes all Safe Environment requirements and serves as immediate proof of awareness training attendance following a live VIRTUS session. This card provides the 24- hour Victim Assistance phone number and the Child Abuse and Neglect Hotline number to all adults who work or volunteer in the Diocese of Bridgeport

**Onsite Parish audits:** The Diocese of Bridgeport conducts onsite financial audits at the parishes and our Insurance Carrier conducts routine inspections of parish property. These departments periodically review Safe Environment programs to ensure background checks are in place and Safe Environment training is complete for employees and volunteers. The audits also include confirmation that each parish is collecting Code of Conduct receipts and Sexual Misconduct Policy Receipts for all of their employees and volunteers. Any compliance issues are reported to Safe Environments.

## **Diocese of Brooklyn, New York**

### From Office of Clergy Personnel:

The 10<sup>th</sup> Annual Acculturation Seminar for International Priests was held on June 7 through June 11 at St. John's University, organized by the Vincentian Center for Church and Society. This program was established to help with understanding the process of coming to know and accept the roles, norms and values of a different culture and function effectively as a priest while maintaining one's cultural identity. This program is available to all International Priests serving in the Diocese of Brooklyn/Queens.

### From Safe Environment Office:

1. On July 28, 2009, a meeting for "Summer" Priests was held in conjunction with the Safe Environment, the Clergy Personnel and the Migration Offices. The meeting was to orient and familiarize the priests with the policies and procedures of the diocese. A *VIRTUS* training session was held for those who had not yet received the mandatory training.
2. In the Fall of 2009, annual meetings were held for *VIRTUS* Facilitators and the Parish Safe Environment Coordinators. In order to achieve maximum attendance by volunteers, there were four meetings for each group held in different areas of the diocese and scheduled at various times of the day. After these meetings, *VIRTUS* Facilitator lists were updated to reflect continued selection of appropriate facilitators.
3. A *Child Lures Prevention* (CLP) Presenter meeting and a CLP Presenters training were held in the Fall of 2009. The meeting gave opportunity for discussion of what the presenters were encountering when presenting the Child Lures Prevention program. Ten new presenters were trained.

In addition to the field outreach efforts of the Safe Environment Office, this year the Diocese of Brooklyn chose to use the media to inform the public about the Sexual Abuse Crisis in the Church. Specifically, two programs on our Diocesan *New Evangelization Television (NET TV)*, ***In the Arena*** and ***CURRENTS***, addressed the following topics. This new approach proved to be a valuable education tool for our Diocese.

### **In The Arena:**

Show # 8 - aired **04/18/10**

"Sex Abuse, The Vatican and Mainstream Media"

Show #10 - aired **05/04/10**

"Current Events and a Look Ahead"

### **Currents:**

#### **September 25, 2009 – “INT SAFE ENVIRONMENT”**

Matt McClure interviews Sister Pat Hudson on the implementation of “Safe Environment in the Diocese of Brooklyn”

#### **December 17, 2009 – “REP ROBOCALL”**

An atheist group and a priest file suit in New York Supreme Court against the Diocese of Brooklyn over robo-calls Bishop DiMarzio made thanking Assemblyman Vito Lopez, who fought against a bill that would have lifted the statute of limitations on sexual abuse cases against private institutions, including the Catholic Church.

#### **February 16, 2010 – “H2O IRISH BISHOPS”**

An H2O News report on Irish bishops in Rome for two days for talks with Pope Benedict about sexual abuse by clergy in their home country.

#### **Friday, March 12, 2010 – “RR GEORG REGENSBURG”**

Rome Reports reports that Pope Benedict’s brother, Monsignor Georg Ratzinger is not connected to sexual abuse allegations in the German boys choir he once led.

#### **Monday, March 15, 2010 – “INT POPE SCANDAL”**

An interview with Vatican observer Rocco Palmo, the author of the popular blog *Whispers In The Loggia*, on how the Pope is responding to allegations of sexual abuse by priests in Germany.

#### **Monday, March 22, 2010 – “INT POPE BENEDICT’S LETTER TO IRELAND”**

An interview with Vatican observer Rocco Palmo on the Pope’s letter to Irish people

#### **Wednesday, March 31, 2010 – “REP CHRISM MASS”**

Bishop DiMarzio has strong words about the media’s reporting of the sexual abuse in the Church.

#### **Wednesday, March 31, 2010 – “INT TIMES SEX ABUSE”**

An interview with the priest who handled an infamous case from Milwaukee in which a priest allegedly abused more than 200 deaf students.

#### **Monday, April 6, 2010 – “REP DIVINE MERCY”**

Sexual abuse is one of the topics discussed in a *Currents* package on the Divine Mercy Conference.

#### **Friday, April 9, 2010 – “RR JOHN ALLEN AND BENEDICT”**

Rome Reports on defense of Pope Benedict’s handling of sexual abuse allegations by John Allen of the *National Catholic Reporter*.

#### **Wednesday, April 13, 2010 – “RR ABUSE TRANSPARENCY”**

Rome Reports has report on senior member of the Church body that deals with sexual abuse allegations.



**Wednesday, April 14, 2010 – “INT ABUSE GUIDELINES”**

An interview with a canon lawyer on the Vatican publishing, for the first time, guidelines on handling incidences of sexual abuse by priests.

**Thursday, April 15, 2010 – “RR USCCB 10 POINTS”**

Rome Reports on the United States Conference of Catholic Bishops releasing clear guidelines on preventing the sexual abuse of children.

**Monday, April 21, 2010 – “RR POPE IN MALTA”**

Rome Reports on the Pope meeting in Malta with victims of sex abuse.

**Monday, May 3, 2010 – “RR DELEGATE”**

Rome Reports on the Vatican announcing major changes to the Legionaries of Christ following misconduct, including sexual abuse, by the Legionaries’ late founder.

**Monday, May 3, 2010 – “INT LEGIONARIES”**

Interview with Rocco Palmo on changes to the Legionaries of Christ following misconduct, including sexual abuse, by the Legionaries’ late founder.

**Monday, May 17, 2010 – “RR POPE SUPPORT”**

Rome Reports: amid reports of sexual abuse in the Church, large crowds gather in St. Peter’s Square to show support for Pope Benedict.

**Thursday, May 20, 2010 – “INT POPE CRISIS BOOK”**

Interview with co-author of new book on Pope Benedict’s handling of the sexual abuse crisis.

**Thursday, May 20, 2010 – “RR BELGIAN BISHOPS”**

Rome Reports on Belgian Bishops ask for pardon for sex abuse.

**Friday, May 28, 2010 – “RR POPE SEX ABUSE”**

Rome Reports on the Pope speaking with Italian bishops about sex abuse.

**Thursday, June 10, 2010 – “RR PRIEST GATHERING”**

Rome Reports on Vatican official who says the sex abuse scandal has shown the need for spiritual renewal.

**Monday, June 14, 2010 – “REP ABUSE PENANCE”**

Gathering at a Manhattan parish to fast and pray for those affected by the sexual abuse scandal.

**Wednesday, June 16, 2010 – “RR PEDOPHILE BOOK”**

Rome Reports on book written by two priests on how to recognize men who may later abuse children.

**Thursday, June 17, 2010 – “RR LEGIONAIRES”**

Rome Reports on the Legionaries of Christ leader meeting with Pope Benedict. The Legionaries’ late founder was accused of widespread misconduct, including sexual abuse.

**Monday, June 21, 2010 – “RR LEGION DELEGATE”**

Rome Reports on the Pope Benedict planning to appoint a delegate to the Legionaries of Christ. The Legionaries’ late founder was accused of widespread misconduct, including sexual abuse.

**Monday, June 28, 2010 – “RR BELGIAN INVESTIGATIONS”**

Rome Reports on Pope Benedict encouraging investigators to continue looking into sexual abuse allegations in the Church in Belgium.

**Diocese of Camden, New Jersey**

**Toll-free 800 number**

In order that allegations are responded to and reported when there is reason to believe sexual abuse has occurred, a special toll-free 800 number (1-800-964-6588), which is connected to the diocese’s Victims Assistance Coordinator, was established by the Diocese of Camden in April, 2002. All allegations (see Memorandum of Understanding, below) received through the 800 number are reported to the local county prosecutor and to the diocese. The 800 number was also established to ensure that assistance requests can be made easily to the diocese’s Victims Assistance Coordinator.

**Memorandum of Understanding**

The landmark “Memorandum of Understanding” between the New Jersey dioceses and county prosecutors codifies the long-standing practice of this diocese to cooperate with law enforcement and provides an additional way to facilitate the reporting to authorities of any sexual assault of minors. The Diocese of Camden goes beyond the *Charter* requirement that dioceses will “cooperate” with public authorities about reporting in cases when the person is no longer a minor in that *it reports all allegations of abuse to public authorities, whether the person bringing the complaint is a minor or now an adult, no matter how long ago the abuse is alleged to have occurred, and whether or not the accused is living or deceased.*

Beyond this, the diocese also reports to law enforcement authorities in jurisdictions outside the diocese allegations involving its clergy and personnel that are alleged to have occurred outside geographic area of the diocese. It also reports to law enforcement authorities outside the diocese instances when the accused is living in jurisdictions outside the diocese (the report is also made to the dioceses in which the accused resides).

**Clinical Advisory Panel**

In addition to the *Charter* requirement that there be an experienced Victim Assistance Coordinator, the Diocese of Camden has a Clinical Advisory Panel of experienced professionals not affiliated with the diocese that conducts quarterly reviews with the Victim Assistance

Coordinator of whatever assistance is being provided to those who have been victimized. This is done in order to ensure that the level and quality of care being provided to the victim through the Victim Assistance Coordinator meets the victim's needs. The Clinical Advisory Panel, which includes a victim of sexual abuse, consists of: Robert Crawford, Ed.D., M.S., Nancy Rocereto, ACSW, and Julie Ann Lipman, Psy.D., of the University of Medicine and Dentistry of New Jersey and Rod J. Herrera, L.C.S.W., Director of the Office of Safe Environment for Children, Youth & Adults (*ex officio*).

### **Fingerprint Criminal History Background Checks**

Realizing that the best way to obtain accurate criminal histories is through the use of *fingerprints*, the Diocese of Camden requires that a criminal history background check based on fingerprints processed through the Federal Bureau of Investigation (FBI) and the New Jersey State Bureau of Investigation (SBI) be performed on volunteers and employees, including clergy, who have regular contact with minors. In addition, the diocese requires that *all clergy* (priests and deacons) receive the fingerprint background check, not only those who have regular contact with minors.

The diocese's policy also includes the requirement that adult, third-party contractors who perform work or activities on behalf of the diocese, a parish, a school or any entity affiliated with these organizations (including those who are paid by others, e.g., government funded positions, contracted services), must also undergo a criminal history background check via fingerprinting.

While not required by the *Charter*, this diocese also requires that the backgrounds of all adults with regular contact with minors, including clergy, be re-checked every three years.

### **Office of Safe Environment for Children, Youth & Adults**

Most Reverend Joseph A. Galante, Bishop of Camden, in October 2004 established the Office of Safe Environment for Children Youth & Adults under the direction of Rod J. Herrera, L.C.S.W. In this full-time, paid position, Mr. Herrera oversees the diocese's programs of prevention, including background checks, safe-environment training and codes of conduct.

In addition to this office, each of the diocese's parishes, elementary schools and high schools have a Safe Environment Coordinator who works directly with the diocesan office to ensure compliance with the criminal history background check policy and the safe environment policies of the diocese.

Mr. Herrera also is responsible for monitoring the crisis and emergency plans for all the elementary and secondary schools. Working collaboratively with the Office of Catholic Schools, his office ensures all schools have a crisis plan, updates them yearly and drills them during the academic year.

## **Workshops on Internet Safety**

The Office of Safe Environment, in cooperation with NetSmartz, a division of the National Center for Missing and Exploited Children, held five (5) workshops at schools in the diocese during the audit period to educate parents, guardians, teachers, principals, catechists, and youth leaders on the dangers to children posed by the Internet (particularly given the growing popularity of chat rooms and social networking sites and the propensity for abusers to use the Internet to groom potential victims).

## **Child Lures Prevention: Think First & Stay Safe**

The Diocese of Camden has utilized the nationally-known safe environment program called *Child Lures Prevention: Think First & Stay Safe*. This program is used in all of our parish and other catechetical programs. Although a sound program, it is secular in nature. In the summer of 2009, the director of the Diocese of Camden's Office of Safe Environment organized a task force of parish catechetical leaders. Along with the assistant director of Faith and Family Life Formation, this task force transformed this secular program into a faith-based program. Each lesson was provided with prayers, scriptural passages, a saint or religious hero/heroine, Catholic doctrine and religious symbols. The faith-based program was implemented in September 2009 and used by all the parishes during this audit year. The directors of *Child Lures Prevention: Think First & Stay Safe* based in Vermont have disseminated the program developed by the Camden Diocese throughout the United States, have made it available to all dioceses that have been using the secular version, and it is being used by dioceses including the Diocese of Saginaw and the Diocese of Burlington.

## **Web Site**

As part of its policy of open communication with the public and to ensure that its policies, procedures and expectations with regard to sexual abuse of minors are widely disseminated, the diocese has continued to maintain and feature prominently (via a link directly off the home page of the diocesan site at [www.camdendiocese.org](http://www.camdendiocese.org)) a comprehensive site structured around the major articles of the *Charter for the Protection of Children & Young People* and explains how the diocese is fulfilling the mandates of the Charter. Significantly, it includes contact information and links to each county prosecutor and the local offices of the New Jersey Division of Youth and Family Services. The site includes the following key sections:

**Accountability of Procedures:** Text and reports related to the John Jay and National Review Board Reports and the Gavin Audit Reports, with links to the national Office of Youth Protection and National Review Board.

**Standards for the Protection of Children & Young People:** Complete text of the Charter for the Protection of Children & Young People (English, Spanish, Vietnamese, Polish and Korean), Norms, New Jersey Provincial Policy, Memorandum of Understanding (and accompanying Commentary), Revised Guidelines of the Diocese of Camden, Recommendations of the Borden Committee, Statewide Policy on Criminal History Background Checks, Guidelines for the Conduct of Spiritual Directors and Counselors (English and Spanish), and Policy on Sexual Harassment. Also, Chaperone policy, Acceptable Use Policy for Technology Available at School and Guidelines for Internet and Electronic Communications.

**Report Sexual Abuse:** Describes the toll-free 800 number established by the diocese to facilitate the reporting of abuse allegations and to assist victims in arranging for support services.

**County Prosecutors:** The website also includes contact information for county prosecutors and for the local offices of the Division of Youth and Family Services.

**The Diocesan Response:** A chronological listing of significant events in the Church's response to sexual abuse of minors with links to key documents and support materials.

**Victim Assistance:** Information about and services provided by the Victim Assistance Coordinator, the Clinical Advisory Panel, the Support Group sponsored by the diocese for victims and the diocese's program of Pastoral Outreach.

**Prevention:** Description of the diocese's program of preventive training, including its code of conduct, policy on sexual harassment and background checks and the newly created Office of Safe Environment for Children, Youth & Adults. Also, Chaperone policy, Acceptable Use Policy for Technology Available at School and Guidelines for Internet and Electronic Communications.

**Indicators of Abuse:** A link to the State of New Jersey Department of Children and Families "Indicators of Child Abuse/Neglect" website.

## **Communication**

To ensure that its policies, procedures and expectations with regard to sexual abuse of minors are widely disseminated, the diocese made use of the promotional materials prepared by the USCCB's Office of Youth protection, including mailing to each parish in July, 2010 a full-color poster ("Promise to Protect, Pledge to Heal") customized with the name and number of the diocese's victim assistance coordinator. In addition, color flyers produced by the diocese promoting the diocese's 800# and support group were also mailed to all pastors for posting in parish facilities.

In addition, a June 9, 2010 memorandum was mailed to each parish outlining the process for reporting allegations of abuse. Flyers also were attached for posting in parish facilities promoting the toll-free 800 number for the reporting of abuse claims. The memorandum also included suggested bulletin announcements for parish use.

Also, the diocese's Director of Safe Environment for Children, Youth & Adults penned an article in the April 29, 2010 edition of the diocesan newspaper, the Catholic Star Herald, to mark national child abuse prevention month and to describe the diocese's safe environment and protection efforts.

Finally, 48 weekly notices were placed in the diocesan newspaper, the Catholic Star Herald, advertising the 800 number for the reporting of abuse. In addition four (4) quarter page display ads ran on June 4, 11, 18 and 25, 2010.

## **Assistance with Research**

The diocese participated in CARA's annual "Survey of Allegations and Costs" and participated in the John Jay College of Criminal Justice "Causes and Context Study," which was returned to John Jay on March 22, 2010.

## **Diocese of Charleston, South Carolina**

A “Resource Manual” was developed for parishes and schools. *The Safe Environment Coordinator – Resource Manual*. It is a comprehensive and informative package explaining in detail the safe environment programs of the diocese.

Our diocese is a mission diocese. In the rural areas, we have a great deal of turnover amongst staff. This manual is designed to guide a user step by step through Diocesan Policy and Charter Compliance. Reinforcing along the way, the impact the USCCB’s “*Promise to Protect, Pledge to Heal*.”

## **Diocese of Charlotte, North Carolina**

Despite the fact that the Diocese of Charlotte has been actively providing training in the prevention of child sexual abuse for eight years, during the past audit year we actually scheduled more workshops (207) than in any previous year. We continue to have new facilitators come forward each year and trained two new groups of facilitators in the past year.

In addition, a committee was formed to review the children’s programs for our schools and parishes and to make recommendations to the bishop.

## **Diocese of Cheyenne, Wyoming**

On April 15, 2010, Bishop Etienne wrote an open letter, placed on the diocesan website, apologizing to anyone who had been abused by a member of the clergy and encouraging them to contact the Diocese of Cheyenne, expressing his personal commitment to meet with any victim. (A copy of the letter is attached.)

In response to recent renewed interest by the media concerning clergy sex abuse in the Catholic Church, Bishop Paul Etienne wrote a letter dated May 18, 2010 to the priests and deacons of the Diocese of Cheyenne requesting and encouraged their continued outreach to anyone who has been a victim of clergy sexual abuse. There was positive response from the clergy to the bishop’s support and direction. (A copy of the letter is attached.)

Bishop Etienne has personally met with two victims of sexual abuse.

The April 2010 quarterly issue of the *Wyoming Catholic Register* contained contact information of the Victim Assistance Coordinator, the Vicar General, and the Chancellor in order to report sexual misconduct in the Diocese of Cheyenne.

## **Archdiocese of Chicago, Illinois**

- Assistance Ministry Newsletter: *Healing, Learning and Growing*; Victim/survivor initiative. Victim/survivor editor.

- Background information piece developed for attorneys, news media and others: *Protecting Children and Youth, Policies and Programs Related to the Sexual Abuse of Minors*
- Site Administrator Manual
- *Promise to Protect: Child Pornography and the Internet*- One-day seminar for clergy.
- Healing Garden (see newsletters)  
Victim/survivor initiative. The healing garden has been in the planning/design phase for one year. It will be a sacred space dedicated to the victim/survivors of clergy sexual abuse. Planning committee consisted of victim/survivors, Assistance Ministry staff members, landscape/design architect and archdiocese administrators. Ground breaking scheduled for October 14, 2010.
- Lay misconduct policies passed: *Policies for the Protection of Children and Youth: Child Abuse and Neglect* (Online: Book II The People of God 602,603)
- On-site parish/school compliance audits conducted. Three year rotation: 1/3 of archdiocese parishes and schools audited annually. Equates to 120 parishes and 85 schools audited each year.
- OPCY staff members interviewed on radio and TV. OPCY staff gathered with members of the press and NPR for “show and tell” sessions. Described educational programs for adults and young people, assistance offered to victims, supervision of men removed from public ministry, investigation of allegations and so on.

### **Diocese of Cleveland, Ohio**

In the Diocese of Cleveland, one large undertaking during this Audit period was to finalize, duplicate and distribute eye-catching, informative posters listing the County hotline numbers and the Diocese of Cleveland Victim Assistance phone numbers to keep people informed on how to make a report and communicate a concern. These posters were generated in multiple sizes and for all the parishes, schools and Catholic Charities agencies throughout each of the eight counties in the Diocese. We provided instructions to post in a prominent area of the church school or agency. While we have consistently encouraged reports over the years, and are confident that people know how to reach out to the civil authorities, we wanted to add a tool to the toolbox of local pastors, school principals, and agency directors, etc. in alerting all the people in the pews of how to make a report. This is vital information to share.

Another effort that has been ongoing throughout the Audit period is an update to our Safe Environment website. We have updated and changed the website to keep the most current information in front of the people. We have also added some design elements that were created by a team of staff members who have been involved in the development of the safety of children program. The redeveloped website is now live and has been very well received. We have been able to post checklists and other documents right on the website so that the VIRTUS facilitators

and Local Administrators can keep their records current. We also have all the documents and policies online and refer those seeking information to the site often.

Also, we had the national consultant to the VIRTUS program out to train some new facilitators. We have a committed pool of facilitators in the Diocese of Cleveland, and we wanted to add a few more facilitators to the ranks. We had about twenty (20) people recommended by their pastors to complete the training and we did that at the end of June 2010. Paul Ashton was very well-received and the group responded well to the training. They are now in the process of scheduling their first sessions throughout the Diocese. Some of those newly trained have already facilitated a session.

Another major investment of time and talent is in continuing to implement an educational program that will be supplemental to the VIRTUS program (our baseline safe environment training program). We are now offering the “Called to Protect” program, a valuable offering of the Praesidium Company. Praesidium has been developing safe environment initiatives since 1991, and uses a research-based model for prevention that includes root cause analysis to develop the most effective strategies for teaching both adults and children how to create safe environments. We have decided to focus this program on the children in-and-out of the Catholic school system and the parents who are dedicated to the welfare of their children. The implementation of this program has progressed in stages: we piloted the program in five parishes in the 2009-2010 school year, and then gathered valuable feedback from those sites. We held training sessions with the national trainer from Praesidium in May 2010 to prepare the teachers and catechists to implement the program in the 2010-2011 school year. We had over 150 attendees, representing more than 75 locations throughout the Diocese. We have scheduled another training session with the national staffer from Praesidium in late September 2010 for the parishes and schools that were unable to attend the other training session to now come and learn how to implement the material in the classroom.

We have trained a number of groups in VIRTUS who are outside the Diocesan system but who nevertheless will have access to our children. We want to keep all of our environments safe and we are willing to do what it takes to make it so. We have trained several groups that work with immigrants and refugees.

Finally, we benefited from outreach in media and internet safety. For example, during the academic year (2009-2010), at least 11 parishes or schools hosted a faith-based media literacy presentation. These faith-based media workshops offer participants a chance to see where their faith and media habits intersect. There are a variety of new technologies to help people become more connected to their faith and to each other, but we need to be savvy in the use of these medium. Audiences included students in K-8<sup>th</sup> grade, junior high school students, parents, parishioners and faculties (over 786 in total attendance). Specifically, Internet Safety presentations examine the positives and cautions with Internet use focusing on how we as Catholics should use and respect the Internet as a gift from God. Presentations for 6<sup>th</sup> – 8<sup>th</sup> grades and parents also include information about social networking (i.e. Facebook).



## **Diocese of Colorado Springs, Colorado**

1. We develop and provide an annual training update for employees and volunteers working with children and youth. This is required training. The subject of the fall 09/10 training was Cyber Bullying, and the fall 10/11 training is a review of the Foundational Training.
2. We offer the services of our Assistance Coordinator more broadly than the Charter requires. Victims/survivors who have suffered abuse at the hands of clergy in any diocese as well as those whose abuse was outside of the Church are provided resources by the Assistance Coordinator.
3. We sent out a prayer to every parish to use during April, which is Child Abuse Prevention month. On the back of this bulletin insert were Best Practices regarding Child Safety, as well as clearly outlined reported protocols for abuse occurring in the context of the Church, and an encouragement for parents to attend Safe Environment training. We utilized the information from the national office in these distributions.
4. As our budget allows, we attend the national conference for Safe Environment Coordinators each year, as well as other local and national training opportunities. During the audit period, two of us attended this national conference in New Orleans.
5. We convene at least two meetings each year of all the parishes' Safe Environment Coordinators so that we can standardize our practices, share wisdom and successes, and troubleshoot together.

## **Diocese of Columbus, Ohio**

1. The Diocese of Columbus continues its system of self-audits and onsite audits for parishes and schools. This entailed having each parish and school complete a report to the Diocese of Columbus regarding their compliance with diocesan policy and the Charter and Norms. The Diocese then set up a 3-year cycle whereby diocesan staff members visit each parish and school to assess their compliance. This has proved to be most helpful and has enabled the Diocese of Columbus to better identify which parishes and schools are fully in compliance and which ones need additional assistance from the Diocese in order to be fully in compliance. In addition to continuing what was started previously, the Diocese of Columbus has added an element of follow-up reports that provide pastors and/or principals with a summary of areas on which they may need to accomplish additional tasks in order to achieve full compliance. This supplements the initial audit results letter that is sent to the pastor and/or principal and fosters greater communication between the Diocese and pastors/principals. Finally, we have also begun an ongoing process of evaluation of our auditing efforts in order to refine our techniques and better detect non-compliance. This year these improvement efforts led to the most thorough reporting back to us that we have experienced.
2. The Diocese of Columbus continues its policy of reporting any and all information it learns to the authorities, even in those instances where no reporting is required. This continues to foster a spirit of trust in the Diocese of Columbus on the part of the authorities and serves as a strong reassurance to the public of the Diocese's commitment to protecting children.

Information is shared with the authorities about all reports, whether the accused are clergy, employees, or lay volunteers.

### **Diocese of Corpus Christi, Texas**

The Diocese of Corpus Christi continues to train key personnel at our parishes and schools to access the Logos VPIN Dashboard (Volunteer/Personnel Information Network). This training has been very beneficial not only to the parish/school staff but our Chancery staff who work with VPIN on a daily basis. Trained personnel have been given access to the database to set-up new employees and volunteers and also have some editing capabilities to update pertinent information. Previously all records could only be accessed by a few members of the Chancery staff. Allowing access to the database also allows the parish/school (trained) personnel to check the status of criminal background checks and safe environment training. The process continues to improve as more people/locations are trained and the database itself is enhanced.

At present we have approximately 125 trained Safe Environment Coordinators (SECs) who facilitate our training program throughout the diocese. Each SEC is required to attend an annual refresher class to renew their training and share what they've learned over the past year. Their input, suggestions and ideas are valuable to us and help us to continue to enrich the overall program.

We put together a "Keeping our Promise to Protect" parent education resource utilizing the bulletin inserts (Child Abuse Prevention month) provided by the USCCB. This 11x17 (bi-fold) resource also brings awareness to our reporting requirements and promotes the all the good work (numbers trained and background checked) that has been done since the Charter was implemented nationwide.

### **Diocese of Covington, Kentucky**

#### **FBI background check**

The Diocese of Covington requires FBI fingerprint checks on all certified personnel. This includes priests and deacons. The individual must go to a truck stop location to have his/her fingerprints scanned. The Kentucky State Police process the fingerprint and send a determination to Steve Kopyay in the Diocese of Covington. The results of the check are entered into the Virtus database. Mr. Kopyay communicates any areas of concern with the individual school or parish. It is policy in the Diocese of Covington to repeat the fingerprint check every five years.

In May of 2009 the Kentucky State Police Captain overseeing the Commercial Driver License section terminated the arrangement the Diocese of Covington had with them since 2003 to process fingerprints.

Mr. Mark Guilfoyle, Diocesan Counsel, contacted a few Kentucky legislators fielding the possibility of changing Kentucky state law to allow repeat FBI checks and reinstating the Diocese of Covington as a legitimate requestor through the Kentucky State Police.

A change in KRS 160.151 was proposed in the Kentucky State Legislature not only allowing the Diocese Covington to recommence processing fingerprint background checks through the Kentucky State Police but also to repeat those checks every five years. Thanks to the support of legislators, the amendment passed and went into effect July 1, 2010.

### **Diocese of Crookston, Minnesota**

1. At the annual Safe Environment Conference in New Orleans we were advised to solicit the help of our local Social Services, County Attorney's Office and Law Enforcement to support our programs. It was recommended that we "make friends" with this group. This has proved to be excellent advice.

We approached Polk County Social Services as we learned that they did Mandatory Reporting training at no charge for interested groups. One of our biggest obstacles to working with volunteers is their anxiety about the responsibilities of a Mandatory Reporter. Our office attended one of their training sessions and found their presentation and written materials to be an excellent fit for our program needs. They will present to us this coming October.

### **Diocese of Dallas, Texas**

#### Meetings with Parish Safety Directors

Twice a year we host a luncheon meeting for all parish safe environment directors. Our speaker in September was Jan Langbein, executive director of The Genesis Women's Shelter. Her topic was "Domestic Violence: The Ultimate Act of Child Abuse." Our April speaker was Mary Jane Doerr, Associate Director of the Secretariat of Child and Youth Protection. Her topic was the "Good News about Safe Environment."

In June we held "Cluster Meetings" in four parishes with our safety directors. These meetings are small, approximately 15 to 20 people and provide a wonderful opportunity to discuss concerns, ideas and issues concerning safe environment.

Our next scheduled meeting will be September 15, 2010. Dr. Monica Applewhite will speak to all the priests, deacons, youth ministers and parish safety directors on "Boundaries in Ministry."

#### Database

Our database was updated this year to include several training videos. This is used for our yearly retraining. Employees and volunteers can log on, watch the training video, take a test and the database automatically updates their training record. This is very helpful for our parish safety directors.

#### New Training Video

We are developing a new training video including remarks by Bishop Kevin Farrell. This video will be used by parishes, schools and all diocesan entities. We intend to emphasize the importance of staying vigilant, recognizing the warning signs of all types of abuse and neglect and the proper response (reporting).

## **Diocese of Davenport, Iowa**

Bishop Martin on Legislative Day, urged our legislators to do away with Civil Statutes of Limitations

The Diocese completed in 2<sup>nd</sup> annual report to the bankruptcy judge.

Our VAC wrote a column in *The Catholic Messenger* regarding education about pedophiles utilizing their computer to contact children.

Our diocesan VAC attended the annual Clergy Day and addressed the clergy about her role VAC and provided update of services

We have a procedure for Register Sex Offenders for all of our schools and faith formation. We also have a policy for Register Sex Offenders in our parishes. (See the enclosed materials)

We have a five year recertification for all our employees and volunteers who work with children. This is an update of the Virtus PGC DVD. It includes internet use, texting, etc.

Four from our staff are going to Chicago in August, as we have in the past, to the Annual Virtus training which includes updates and input from us on their materials.

Many schools and faith formation programs have had police officers in to talk to youngsters and parents about internet safety and use of the cell phones and ipad. One of our youth ministers has developed a powerful power point on computer use and the internet and has presented it at the NCYC.

## **Archdiocese of Denver, Colorado**

I. The Office of Child and Youth Protection participated in the Living the Catholic Faith Conference in March 2010 by sponsoring a booth to explain their programs and distribute materials and to provide outreach to possible victims.

II. Chris Pond traveled to various parishes and taught classes on Internet Safety to parents. This has been well received with continued requests from other parishes for the class.

III. A special safe environment training session was conducted by Chris Pond for the seminarians of St. John Vianney and Redemptoris Mater seminaries.

IV. In July of 2009, Chris Pond attended the new and reassigned pastors' workshop and presented information regarding background checks and safe environment training for employees, volunteers and children. He also conducted a brief orientation to new Colorado Statutes regarding mandatory reporting.

V. The Office of Child and Youth Protection publishes the Child Abuse Hot Line Numbers on a regular basis in the Denver Catholic Register and El Pueblo Católico, the Spanish equivalent of the Register.

### **Diocese of Des Moines, Iowa**

Following the last on-site audit for the Diocese of Des Moines, the decision was made to initiate a quarterly audit requirement for each parish and school in the diocese. This audit requires parishes and schools to provide updated information about all employees and volunteers and their status regarding required background evaluations, training and acknowledgement of the diocesan code of conduct. The diocese provides a print-out of the current record for each entity and asks that it be updated to reflect changes in status (active or inactive) for their employees and volunteers and to submit any information needed to assure that each has met diocesan requirements associated with the Charter.

The initial response from many of the parishes and schools was concern about more reports required from them. However, the routine has now become established and has resulted in greater accuracy of records. It also allows diocesan staff to monitor the implementation in an on-going way rather than in a single annual report from each parish and school.

### **Archdiocese of Dubuque, Iowa**

The Archdiocese of Dubuque placed an article each week during the month of April in the archdiocesan newspaper, The Witness. The articles were chosen from material provided by USCCB. All locations were given material/information for use in their parishes and schools for the month of April. We distributed order forms for any of the materials, such as prayer cards, so that individual parishes or schools could request specific materials. We also shared the liturgy guide with all pastors for the Third Sunday of Easter.

The Archdiocese of Dubuque is in the process of conducting an internal audit to verify all individuals recorded in our background check database. This will then be coordinated with our VIRTUS Training database.

A procedure for verifying the number of students trained was put into practice during the 2009-2010 school year.

Director for the Office of the Protection of Children attended the annual VIRTUS Training Conference in Chicago and the National Safe Environment Leadership Conference in New Orleans.

Safe Environment Coordinator was trained to be a trainer of facilitators.

### **Diocese of Erie, Pennsylvania**

Last year, our auditor told us that the mandate to in-service students began with Kindergarten age children. During this audit year, our diocese has in serviced 1,508 preschool

students, in addition to those mandated. We utilized the services of our county PCAR groups and/or used age appropriate video or music programs.

Our diocese undertook an extensive self audit, using the information from Chart E as basis for our audit instrument. Monsignor Smith, our nine priest Deans, our Director of Catholic Schools and Mrs. Karen Streett conducted visits at our 94 parish sites which offer programs for children/youth and our 40 diocesan Catholic schools to determine compliance with our Child Protection policy. After the visits, reports were sent to each parish/school with a list of required actions (if any). These reports are on file in our office. Parishes/schools have sent documentation to the diocese regarding completion of these required actions and all of this documentation is likewise on file in our office.

In recognition of April as Child Abuse Prevention Month, our office provided a flyer to our Religious Education programs and Catholic Schools which could be reproduced and sent home for parents. We also posted informative articles, provided by the USCCB's Office for the Protection of Children and Youth, on our website. These resources were advertised on our home page with easy access to the diocesan Child Protection web page.

In the early spring of this year, we re-distributed copies of the bear magnets which include the phone number of our state Child Abuse Reporting Hotline, *Childline*. This agency is the place to which all reported and suspected abuse of children is mandated by our policy. All religious education leaders and school principals received another magnet.

In February, 2010, monthly bulletin announcements were distributed to all religious education leaders for inclusion in parish bulletins. Announcements deal with information about child abuse, child safety tips and contact information. These announcements are also posted on our diocesan website for easy access for parish secretaries. Parishes were also asked to publish information about the diocesan Child Abuse Policy and procedures and the Code of Conduct. Sample announcements were provided by the diocese. During our self audit, copies of these bulletin announcements were documented by the auditors at each parish.

We are also in the process of designing and implementing an on-line version of our adult in-service program.

### **Diocese of Evansville, Indiana**

During the month of April 2010 (Prevent Child Abuse Month), I selected a bulletin announcement from the list provided by the Office of Child & Youth Protection. The bulletin announcement was published in the weekly issue of our diocesan newspaper, THE MESSAGE. Along with the bulletin announcement we ran articles on Sexting, Breaking Down the Barriers of Silence, Dangers of Pornography, Keeping Our Promise to Protect, and Education in Sexual Abuse Prevention.

## **Diocese of Fairbanks, Alaska**

Bishop Kettler has embarked on travel around the diocese, doing healing services and listening sessions as follows: Barrow 4/18/10, Huslia 4/28/10, Kaltag 4/29/10, Holy Cross 5/3/10, Kalskag 5/5/10, Bethel 5/5-6/10, Kotlik 5/25, Mountain Village 5/26/10, Marshall 5/27/10. Sessions extended into the next audit period as follows: Copper Valley 8/8/10, Nome 8/27-30/10, Scammon Bay 10/25-26/10, Chevak 10/27/-28/10, Unalakleet 12/1/10, Stebbins 12/2-5/10, St. Michaels 12/8-12/10 and St. Marys 1/3/11.

Sr. Kieran Sawyer SSND came to the Diocese October 26-28, 2009 to do a program on healthy relationships and sexual abuse prevention for priests, staff, parents and middle school students.

The priests of the diocese gathered in Anchorage March 8-11, 2010 and a component of that meeting was human formation and healthy relationships

## **Diocese of Fall River, Massachusetts**

Debora Jones was hired as the new Office for Child Protection coordinator on August 3, 2009. Since that date, the following additional actions have taken place:

1. Major changes have been made to the OCP portion of the CSS website. Signs of abuse and neglect have been posted, the news is updated frequently, there are new resource sections for both DREs and school staff, and monthly child protection articles, called the “Did You Know” section, are posted.
2. New format for sign-in sheet book. There are now standardized forms for the training sign-in sheet that are used throughout the Diocese, and the binders in the OCP office have been redesigned for easier access as well as compliance reviews.
3. The OCP audit process of sites has been updated. There is now an audit rotation schedule for all sites and there are standardized forms for the audit process, including follow-up. These forms have been posted on the Internet and in the new OCP manuals.
4. Debora attended Deanery meetings for DREs to meet them, explain new forms and processes, and hear concerns. The meeting dates are as follows:
  - November 18 10:00 a.m. St. John the Evangelist, North Attleboro
  - November 19 6:30 p.m. Holy Name Parish Center, Fall River
  - December 5 1:00 p.m. St. Joseph Parish Center, Fairhaven (New Bedford group)
  - January 21 10:00 a.m., St. Pius X Parish Center, S. Yarmouth (Cape Cod group)
5. New training handout. A new training handout was created to give trainees information to take with them after the training concluded, including how to reach the OCP and additional child protection resources.

6. The *Abuse Prevention Policies & Procedures* books for the Diocese were updated, printed and distributed to all sites. They are known as the “green books” and contain new laws, policies, forms and clarifications.
7. Training manuals were written for all individuals in the Diocese who are authorized to train volunteers or employees. Meetings were conducted at six sites to train all trainers and to distribute the binders. The training dates and locations were as follows:
  - August 24 10:00 a.m. – Bishop Feehan High School - Attleboro
  - August 24 7:00 p.m. – Coyle & Cassidy High School - Taunton
  - August 25 10:00 a.m. – Bishop Connolly High School – Fall River
  - August 25 7:00 p.m. – Bishop Stang High School – North Dartmouth
  - August 26 2:00 p.m. – Pope John Paul II High School – Hyannis
  - September 16 9:00 a.m. – Bishop Connolly High School – Fall River
8. The abuse prevention training video for the Diocese has just been updated and a new training guide was written to accompany the video. Both will be available for the auditors’ review. Pre- and post-tests will be administered in the training process and certificates will be given to those who pass the post-test. Trainings for the trainers will be offered as needed.
9. Debora was asked to speak to the Confirmation class at St. Ann’s in Raynham on bullying and teen suicide. She created a two-hour presentation with activities and materials and has already been booked to speak to the Confirmation class again in 2011.
10. Debora has been invited to speak at the Faith Formation Convention on October 30 2010 on bullying. She is also serving on the Diocese’s Bullying Committee to come into compliance with a new Commonwealth law regarding bullying.
11. Debora will be working with members of the Faith Formation Office to draft a new policy regarding social networking sites and how to use them safely and appropriately.
12. The database is under review and options for a new and far more sophisticated program are being explored.

### **Diocese of Fort Wayne – South Bend, Indiana**

NOTE: Bishop Kevin C. Rhoades was installed as Bishop of the Diocese of Fort Wayne – South Bend on January 13, 2010. These additional actions reflect those items for which Bishop D’Arcy was responsible during the audit period July 1, 2009 through January 12, 2010 and Bishop Rhoades January 12, through June 30, 2010.

**SEMINARY SCREENING AND FORMATION.** Bishop D’Arcy has been active in advocating and pressing improved seminary screening since the early 1970s. Within the last audit period, while Bishop D’Arcy was the diocesan bishop (up to January 13, 2010) Bishop met individually with each applicant for the seminary as well as all of our current seminarians. Bishop makes sure they are living a chaste life and that there are no habits which would imply or manifest sexual permissiveness.



Bishop D'Arcy has continued to follow his strict practice of not accepting for the seminary those with a homosexual orientation. This policy (November 2005: Congregation for Catholic Education) is based on the statement of the Holy See relative to the admission to the seminary of candidates with a homosexual orientation as well as the study commissioned by the USCCB on the *Nature and Scope* of the crisis. During the last audit period, up to January 13, 2010, Bishop D'Arcy spoke with the rectors of the two seminaries where we send our young men to confirm that they are in agreement with his position on not accepting those with a homosexual orientation.

**PRIESTLY FORMATION.** Bishop D'Arcy continued efforts to support our priests in their on-going education and spiritual formation. We held our Annual Continuing Education Days for Priests in October, 2009; Days of Recollection in both Advent 2009 and Lent 2010 and our Annual Priests' Retreat in June 2010. Bishop D'Arcy also sent spiritually enriching books to each priest for Christmas 2009 to assist them in their spiritual and emotional growth.

**BACKGROUND SCREENING.** In accordance with our diocesan policy, we perform background screens and provide Safe Environment Training for all diocesan employees, regardless of the amount of their contact with children and young people. We have a "rescreen every five years" rule in our Diocesan Background Screening program, which is over and above what it called for in the *Charter*.

**REVIEW BOARD.** Bishop D'Arcy attended and participated in the Fall meeting of our Review Board, and Bishop Rhoades attended and participated in the Spring meeting of our Review Board.

**SAFE ENVIRONMENT.** The Safe Environment Coordinator attended both Spring and Fall Review Board meetings held during this audit period. She reports updates on our Safe Environment program to the Review Board and solicits ideas from Review Board members as a means to improve and judge the quality of our diocesan Safe Environment program.

The Diocesan Victim Assistance Coordinator also regularly attends Review Board meetings to update members on the status of her dealings with individuals served through our diocesan outreach and to seek their input on the provision of her services.

## **Diocese of Fort Worth, Texas**

**Armatus®** – Praesidium, Inc., the abuse risk management company contracted by the diocese for development of training curricula and training of trainers, has developed an on-line re-training program for clergy, religious, employees, and volunteers, Armatus.® The diocese field-tested the Armatus® program in several parishes in early 2010, and has launched the program on July 1, 2010 for use by all who previously completed the basic Safe Environment course, *Keeping Children Safe*.

**Child Abuse Prevention Materials** - The Office of Child and Youth Protection has continued to distribute to parishes and schools materials focusing on Child Abuse Prevention in English,

Spanish, and Vietnamese. In 2009-2010, materials from two new venues for information were added to those used by the Diocese of Fort Worth: from TAASA, the Texas Association Against Sexual Assault and the Center for Safe and Responsible Internet Use.

**Safe Environment Handbook** – The first *Safe Environment Handbook* was developed by the Office of Child and Youth Protection and distributed to all Safe Environment Coordinators and Trainers on May 25, 2010.

**Child Abuse Prevention Month Observed** - Materials from the USCCB were made available during the months of April and May 2010 on the diocesan website and distributed to parishes and schools. “Net Cetera: Chatting with Kids About Being Online” from [www.onguardonline.gov](http://www.onguardonline.gov) was distributed to principals and faculty in diocesan schools.

### **Diocese of Fresno, California**

The Diocese of Fresno recognized the need to develop the policy, procedure and monitoring process when establishing and maintaining outreach to victims through counseling with a licensed therapist. The following pages include:

- Victim Assistance and Therapeutic Services Agreement
- Initial Assessment and Treatment Plan (Form A)
- Treatment Progress Report (Form B)
- Final Assessment of Treatment (Form C)
- Client Evaluation of Therapy (Form D)
- Patient Health Questionnaire (Different Format. Included as an Attachment)

These documents are self-explanatory. They were developed in collaboration with the two licensed therapist on our Safe Environment Review Board and were approved for use by Bishop Steinbock within this audit period.

### **Diocese of Gary, Indiana**

The Diocese of Gary’s newspaper, The Northwest Indiana Catholic has run over thirty articles during this audit period pertaining to the advancement of the *Charter for the Protection of Children and Young People*. A clipping of each article will be provided during the full audit.

The Diocese of Gary is currently in partnership with “Safe Families for Children,” a program of Lydia Home Association: [www.safe-families.org](http://www.safe-families.org)

This organization offers a support system for parents before abuse or neglect happens. A voluntary program that offers emergency in-home crisis care for families, presentations have been given at numerous parishes and schools. In order for a family to become a host family for those in need, they must undergo a home study, background checks, fingerprint check, Child Protection Service home visit, 3 references and 7 hour training.

Holy Spirit Parish – July 2009

St. John the Evangelist Parish and School– August 2009

St. Joseph Parish – December 2009

Catholic Charities – January 2010

Bishop Noll High School – January 2010

St. Paul Church – February 2010

The Diocese of Gary offers a zip code list of all offenders in each county to parishes annually.

The Diocese of Gary annually publishes the Code of Conduct which are the practical guidelines all must adhere to in order to provide a Safe Environment for our Youth.

Each April, we host additional resources on our website during Child Abuse Awareness Month.

October 2009 all pastors, employees and volunteers within the Diocese of Gary were given a copy of the Sexual Misconduct Towards Minors and Others at Risk policy as well as an acknowledgement of receipt as part of the *Standards for Excellence* diocesan wide training and implementation.

Kelly Venegas, Bishops Delegate for Sexual Misconduct attended the Safe Environment Conference hosted by the USCCB Office of Child and Youth Protection March 2010.

Darlene Marchina, Virtus Coordinator attended the Virtus Conference held in Chicago, IL August 25 and 26, 2009.

### **Diocese of Gaylord, Michigan**

We re-educated all current priests at a workshop that included our investigators, diocesan attorney and human resources director. The updating included a review of the Code of Conduct, updates on mandatory reporting, and a small segment on elder abuse.

There were year round informational bulletins and publications to remind everyone that victims of abuse or neglect can report the matter, no matter when it occurred. It also stated that confidentiality will always be a priority. These announcements were published in parish bulletins and in the Catholic Weekly Sunday Newspaper.

In the fall of 2009, we implemented the Circle of Grace Program from the Diocese of Omaha, Nebraska. This faith-based program strives to educate and empower children and young people to actively participate in maintaining a safe environment for themselves and others. There are specific lessons from grades K-12. We ‘trained the trainers’ at two workshops in the fall of 2009. This is the only program we are using for all of our parishes and schools. It has been very well accepted. We have some new processes in place for the fall of 2010 to improve the reporting their progress to the Human Resource office.

## Diocese of Grand Island, Nebraska

### Community Outreach

- **Distribution of Information** – In continuation from the last audit period, three bookmarks were distributed in parishes and the community at large. The front of each bookmark included “10 Signs of a Safe Program for Children and Youth,” “10 Safety Lessons to Teach Your Child,” and general victim assistance information. Policy / procedure and statistical information regarding the diocese’s safe environment and victim assistance programs was included on the back, as well as national statistics regarding the number of adults screened and trained and the number of children / youth educated by the Catholic Church in the United States annually. An additional bookmark, based on 1 Corinthians 13:4-7 was designed and distributed during this audit period (see below).
- **Stuhr Museum Festival of Trees** - The Diocesan Child Protection Office sponsors a Christmas tree at a local museum’s “Festival of Trees.” The theme of the 2009 tree was “Love is...” based on 1 Corinthians 13:4-7. Themed decorations and handouts challenged adults to examine the relationships their children are involved in with regard to the qualities of love. In addition to themed decorations, informational bookmarks including “10 Signs of a Safe Program for Children and Youth,” “10 Safety Lessons to Teach Your Child,” and victim assistance information were distributed to individuals who visited the tree (see above). The 2008 tree “Kids Need Good Fruit” was on display at St. Agnes Academy in Alliance. The trees will be available each year for parishes to utilize in community outreach efforts across the diocese.
- **Continuing Education Credits** – The Diocese of Grand Island Child Protection Office continues to be approved through the Nebraska Nurses Association / American Nurses Association to provide continuing education through 2011. This approval allows RNs, LPNs, Nursing Assistants, Licensed Mental Health Providers, Psychologists, Licensed Social Workers, foster parents, daycare and respite providers, participating in a day long workshop “Creating Safe Environments for Our Children” to receive continuing education credits / contact hours toward the renewal of their state license.
- **Training / Outreach** – The Diocese of Grand Island Child Protection Office was invited to speak at a training for Court Appointed Special Advocates in Phelps County. The YMCA in Lincoln, Nebraska requested permission to utilize Diocese of Grand Island initial training materials in their program.

### Collaboration with Community Resources

- **Attendance at State Conferences** – Representatives of the Diocesan Child Protection Office attended statewide conferences sponsored by Prevent Child Abuse Nebraska, and the Domestic Violence Council. Attendance provided opportunity to connect with abuse prevention efforts across the state.

- **South Central Area Law Enforcement “Computer Cop” Program** – The Diocese of Grand Island Child Protection office has promoted the efforts of South Central Area Law Enforcement (SCALES) by encouraging the use of the “Computer Cop” program. In 2010 SCALES purchased copies of “Computer Cop” software and made it available for check out to the residents of South Central Nebraska. During internet safety presentations and SEC workshops in 2010, the availability and use of this keystroke monitoring program for parents was reviewed.

### **Parish / Catholic Community Outreach**

- **Annual Workshops for Parish Safe Environment Coordinators** – Parishes, schools and programs have an assigned Safe Environment Coordinator to serve as a point of contact with the Diocesan Child Protection Office; train volunteers and staff; maintain records; and facilitate safe environment programming and child/ youth education efforts in their facility. Annual workshops for safe environment coordinators were held in the summer / fall of 2009 and summer of 2010. SECs were provided with updated information regarding initial training, background screening, documentation, responding and reporting. SECs were trained as trainers to present the 2009 / 2010 continuing education topic “Peer to Peer Abuse.”
- **Parish Safe Environment Procedures** – A template was provided and work sessions were held during annual SEC workshops to assist parishes in formalizing a written SE procedure for their parish. Completed documents include some standardized procedures, as well as individualized SE strategies and procedures specific to each parish / school / program.
- **Continuing Safe Environment Education** – Parishes, programs and schools were provided with continuing education on the topic of “Peer to Peer Abuse.” This information covered issues including bullying, cyber-bullying, sexting, sexual harassment, and sexual assault by peers. Corresponding parent information posters were distributed to parishes for display or use as bulleting announcements / inserts. In addition to education and training for adults, Mitchell / Morrill / Lyman Parishes and North Platte Catholic Schools held sessions on bullying, cyberbullying, sexting, sexual harassment, and sexual assault for middle and high school students. Local law enforcement met with North Platte Catholic Schools elementary students to discuss bullying and related issues. Volunteers at St. Columbkille in Hay Springs did a presentation on bullying for kindergarten through fifth grade students.
- **Child Abuse Prevention Month (April 2010)** - Materials were sent to each parish and school in the diocese for use during Child Abuse Prevention Month. Materials included articles from the USCCB / SCYP Child Abuse Prevention Month Packet. The article “What the Catholic Church has done to effectively respond to sexual abuse by church personnel,” was made into an 11x 17 poster for display in parishes.

- **National Teen Dating Violence Awareness and Prevention Month (February 2010)**  
– The Diocesan Child Protection Office distributed information (<http://www.teendvmonth.org/materials.html>) to all parishes and schools regarding Teen Dating Violence Awareness and Prevention Month in Nebraska. North Platte Catholic Schools, and St. Joseph's Parish in Broken Bow, Nebraska utilized materials, distributing them to parents, faculty and high school students.
- **Sexual Assault Awareness Month (April 2010)** - The Diocese and the University of Nebraska at Kearney Newman Center collaborated with the S.A.F.E. Center (a sexual assault and domestic violence prevention program) in an awareness activity for Sexual Assault Awareness Month. Nationally, the focus for SA Month in 2010 was "Prevent Sexual Violence...on our campuses. On a designated date students wore t-shirts with the words 'ASK ME WHY I'M NOT SPEAKING TODAY' on them. When other students asked the person wearing the shirt 'why', the silent student handed them a card with information on both sides. One side detailed the minimal amount of sexual assault that is reported and information that "today I remain silent for all the victims who were and are silenced by fear, intimidation, discrimination, and disbelief by their attacker and communities". On the reverse side of the card there were sexual violence facts, information on what to do if you experience sexual violence, and contact information for the collaborating partners.
- **Talking Points for Children Regarding Media Coverage of Sexual Abuse in the Church** - Pastors and Safe Environment Coordinators were provided with resource articles related to the history of the Church's response to abuse, Vatican response to media coverage, CDF procedures, etc. A series of talking points were developed and distributed to assist adults in discussing spring 2010 media events with children and youth.
- **Internet Safety Presentations** continued to be provided in a number of parishes throughout the 2009/2010 school year, including Spalding, Greeley and Ericson. Presentations this year included NetSmartz materials and information provided by the Nebraska State Patrol Internet Crimes Against Children Task Force. An ICAC representative facilitated sessions for adults and teens in Bartlett, Nebraska (Spalding and Ericson parishes) and Greeley, Nebraska; while Child Protection Office Staff presented the NetSmartz Interactive workshops to elementary age children.

North Platte Catholic Schools presented information regarding internet safety and online communication to freshman students, distributed Net Cetera booklets from the Federal Trade Commission and information regarding the Chatroulette website to parents and teachers, and held a general assembly on Sexting and Cyberbullying facilitated by local law enforcement. St. Joseph's Parish in Broken Bow distributed Net Cetera booklets to adults in the parish.

- **Guidelines for Use of Technology with Minors** were developed in collaboration with the Youth Ministry Office. Points related to the use of technology were added to the "Code of Conduct for Adults working with Children and Youth." Code of conduct / use

of technology summary sheets were developed to be distributed to volunteers and staff in 2010.

- **“Festival of Faith”** – Diocesan Conference of Catechists. The Child Protection Office sponsored an information booth describing Safe Environment resources within the Diocese and sponsored a pre-conference seminar “Peer to Peer Abuse.”
- **West Nebraska Register** – The Child Protection Office continues to contribute a column to the Diocesan newspaper on a rotating basis with other Diocesan offices. The West Nebraska Register has run feature articles on Safe Environment topics and printed articles provided by the USCB SCYP for Child Abuse Prevention Month.
- **Ministry Newsletter** – The Diocesan Child Protection Office contributes to a monthly newsletter for catechists, lay ministers, employees, and volunteers produced by the ministry programs of the diocese (Religious Education, Youth Ministry, Hispanic Ministry, Lay Ministry, and Child Protection).
- **Additional Parish Efforts**
  - Parish Brochures – All Souls Parish in Bridgeport, St. Luke’s Parish and School in Ogallala, and St. Patrick’s Parish in Chadron developed and distributed brochures outlining their parish commitment to SE programming / safety for children.
  - Additional Security – St. Patrick’s Parish in Chadron installed security cameras, and recruited parking lot and hallway monitors to provide increased supervision of children and youth. St. Luke’s Parish and School have a locked door policy and screen access to their buildings.

### **Evaluation / Assessment**

- **Initial Training** – A pre-training assessment (pre-test measure) was administered to individuals who completed initial safe environment training in 2009 / 2010 to gather baseline data. Pre-test data will be compared with data gathered from post-training reviews (post-test measure) already in use. A retention assessment was administered to a sample of adults who had previously completed initial training. Information from completed retention assessments will be utilized to give a cross-sectional view of adult retention of training materials from six months to three years following training.

**Child / Youth Education Retention Measures** – At the beginning of the 2009 / 2010 religious education year, a retention assessment worksheet “What do You Remember about the Rules for Adult / Child Interactions?” was completed by third through eighth grade students. Youth in grades nine through twelve completed the “Rules and Reasons” worksheet prior to participating in 2009 / 2010 “Know the Rules for Adult / Child Interactions” sessions. Results will be analyzed to determine the retention rate of information presented in these sessions from year to year.

## **Diocese of Great Falls-Billings, Montana**

1) Facilitators and Parish Safe Environment Coordinators gathered to review the Safe Environment material and progress of the program within the Diocese. Meetings were held in three of the vicariates.

These gatherings were held in September and October 2009, to show appreciation for the volunteer facilitators of the Virtus SE Program for Adults and to assess the SE Programs for children in Parish Religious Education programs and in Catholic Schools. Facilitators for the Virtus Program for Adults generally agreed that acceptance and appreciation for the Virtus Program among adults in the parishes had developed dramatically since its inception in 2003. It has become part of the fabric of the parish/schools, and having Parish/School Safe Environment Coordinators has been effective in helping with total compliance. The emphasis is now on encouraging parents and guardians to participate, not only staff and volunteers for whom this is a requirement.

Safe Environment Programs for Children are not as well received by some parents who automatically choose to opt out, but certain ones were identified by the participants as being more effective and interesting to the children. Sharing of resources among parishes/schools was one good outcome of these gatherings.

2) Bishop Michael Warfel offered two Reconciliation Masses during the Lenten Season. One at St Ann's Cathedral in Great Falls, MT, and a second at St Patrick's Co-Cathedral in Billings, MT.

3) The Diocesan SE Coordinator visited those parishes/schools that were identified in the 2008-2009 audit as needing specific help on how to implement the Safe Environment Programs for Adults and for children. Visits with pastors and staff in these places emphasized the need for total compliance and a hands-on parish/school SE Coordinator. The goal is to have every parish in the diocese with at least one trained Virtus facilitator. As a result, three parishes requested facilitator training and this was accomplished in April.

4) The significance and importance of the Safe Environment program was presented during the January 2010 Presbyteral Assembly.

5) Additional material and books were purchased for the Victims Assistance library in an effort to keep the content current.

## **Archdiocese of Hartford, Connecticut**

Safe Environment Coordinator has developed an abuse awareness training directed specifically to parish volunteers who visit vulnerable adults, such as, home-bound, in nursing homes and hospitals. This training brings about an awareness of abuse, either physical or emotional, exploitation, or neglect of the elderly and infirmed. Presently, there are only three facilitators for this training, so there are a significant number of volunteers yet to be trained and complete



background check forms. The Archdiocese has recommended this training as part of Safe Environment compliance even though it is not required by the *Charter*.

The Archdiocese requires *all parish employees* to complete a background check and attend VIRTUS training, even though they do not have contact with the children. This request comes from the Director of Human Resources.

## **Diocese of Honolulu, Hawaii**

### **Child Abuse Prevention Month – April**

During the month of April, Hawaii schools and parishes were provided with the most current statistics of child abuse cases within the state. In addition, they were provided with weekly articles via email (e news) which could be shared through parish bulletins and school newsletters.

### **National Safe Environment Leadership Conference (NSEL)**

Participation in the National Safe Environment Leadership Conference by the former Safe Environment Coordinator for the Diocese of Honolulu.

### **Additional Actions**

A number of schools and parishes enhanced their Safe Environment program by scheduling additional training and activities relevant to the safety and well-being of children/youth:

1. Children's Health Fair – identification cards, nutrition, swim/water safety, car seat safety, cycling safety, dental, storytelling (talking to strangers)
2. I Safe curriculum – enrichment class teaching students about ethical computer use and alerting them to cyber bullying and sexual predators posing online
3. D.A.R.E Program, Try-wait Abstinence program, St. Francis Health Care System – Healthy Lifestyles program
4. Internet Safety Workshops

## **Diocese of Houma-Thibodaux, Louisiana**

### **Supervisors/Coordinators**

Beginning approximately five years ago we established location supervisors and coordinators. Each location has a designated supervisor whose responsibility is to take care of the day-to-day paperwork of Safe Environment. They make sure all required paperwork is in order before an individual does training. Additionally the supervisor arranges in-house trainings with the location trainer when needed. Annually they contact persons who have been trained to inform them that it is time for an update or continuing education.

Location coordinators are the watch-dog, along with the pastor. Annually they fill out a parish report, to be sent to the Safe Environment Office, verifying information needed to complete the audit. Information such as, priests, staff, deacons, religious along with criminal background clearance and dates trained. They also review the list of individuals that work or have contact with children/youth.

### **Website**

Two years ago with the establishment of an interactive website ([www.htdiocese.org](http://www.htdiocese.org)), a Safe Environment page was designed to disseminate information. Also on the site is the Victim Assistance hotline number, phone numbers to the various sheriff departments, phone numbers to the Office of Community Services in the civil parishes that make up Houma-Thibodaux along with links to the diocesan Policy for the Protection of Children and Young People and the diocesan Code of Professional Conduct for interested parties to print or read. On this page there are links to the various forms needed by the locations to distribute to people who are interested in working with children/youth.

*Did You Know* articles are also inserted onto the Safe Environment homepage to help inform people of child abuse and ways to protect children. This is updated every two weeks.

Also available to the location supervisors, password protected, is the diocesan database for Safe Environment. The diocese retains all criminal background history checks, initial training paperwork and sign-in sheets, and dates of continuing education on all individuals participating in Safe Environment trainings. This helps the location supervisors keep track of individuals' journey through Safe Environment.

This data, while maintained daily in the diocesan Safe Environment office, is updated monthly on the website. This has been a tremendous asset to the location supervisors.

The Safe Environment page also has a link to online training. The vendor is Safe and Sacred. This method of training has made Safe Environment trainings more accepted and available to the people of the diocese.

### **Victim Assistance Hotline Number**

The Victim Assistance Hotline Number is published in various ways:

- The diocesan newspaper, *The Bayou Catholic*, first edition of the month in English, and Vietnamese.
- In parish bulletins, quarterly.
- Posters located in school offices, vestibules, and parish youth centers.
- Flyers given to catechists and youth ministers

### **Youth trainings**

In addition of the educational piece on personal safety awareness required for children K – 12, which is entitled *Circle of Grace*, the diocese also mandates that children working with other children (VBS/CCD), go through Safe Environment training. This program familiarizes teens with types of child abuse. They also read and sign a Youth Code of Conduct. As locations do the trainings with the youth, the information is then sent to the Safe Environment office where this information is maintained in a database.

The Catholic high schools also require their students to go through this same training. The information is maintained by the schools.

### **Screenings on criminal history**

In addition to a criminal search on individuals, all individuals submitting a criminal history check are sent to a national sex offender database for clearance (Dru Sjodin National Sex Offender Public Website).

### **Commitment Forms**

Church ministry leaders sign a Commitment Form annually acknowledging they will abide by all diocesan guidelines for a Safe Environment for the Protection of Children and Young People. Failure to abide may lead to dismissal.

### **Location Inspections**

April and May, 2010, I visited all locations in the diocese (parishes and schools), to inspect Safe Environment paperwork. I also spoke to personnel to insure they knew diocesan policy and procedures.

## **Diocese of Jackson, Mississippi**

### **PUBLICATIONS:**

The Diocese of Jackson publishes quarterly in the diocesan newspaper, *Mississippi Catholic*, the Diocese's commitment to ensure that children/youth being served by the church are not at risk of sexual abuse by church personnel. The procedure for reporting suspected child abuse and the Victim Assistance Coordinator's name and telephone number are included in the publication. The publication instructs the reader to refer to the diocesan website for policies and procedures in providing a safe environment for children/youth. Additionally, each parish in the diocese is required to publish the statement quarterly in the parish bulletin.

### **PROTECTION OF CHILDREN ADULT ONLINE REVIEW:**

A Protection of Children Online Review for all active employees/significant volunteers is required every two years (odd-numbered years). A web-based online safe environment program was established and implemented by active employees/significant volunteers during the audit year 2009-2010. The online review is accessed through the diocesan website. When an applicant completes the online review consisting of safe environment lessons and quizzes, the Protection of Children database automatically updates the applicant's completion date. The applicant or site administrator may print a copy of the applicant's certificate of training review after the completion of the program. There has been an overwhelmingly positive response to the online review from active employees/volunteers. The initial training for new employees/volunteers continues to be a "live training" with a site trainer. The next online review will apply in 2011 with new lessons and quizzes.

### **CHILD ABUSE PREVENTION MONTH:**

In recognition of Child Abuse Prevention Month in April, all sites were asked to review the resource material on the USCCB Child and Youth Protection website. The Office of Child Protection recognized each site for the hard work and positive efforts they are accomplishing in the Protection of Children Program. It was stressed to the sites that their work does not go unnoticed and the impact of their good work is seen firsthand by the Diocesan Office of Child Protection.

The Safe Environment Coordinator for the Office of Child Protection, published an editorial in the *Clarion Ledger*, the local newspaper. The article stated that the Catholic Church has done more to protect children than almost any other organization in the United States and continues a zero tolerance policy when it comes to abuse of minors by church personnel. This article was published during Holy Week when Catholics worldwide were feeling the pain of dying in Christ and when the media was reporting on how the Vatican handled the cases of child abuse. Additionally, the *Mississippi Catholic* newspaper ran a story from USCCB offering ten tips on prevention of abuse and the gravity of the abuse if it does occur.

#### **INTERNET SAFETY MONTH;**

In recognition of National Internet Safety Month in June, all sites were provided child safety resources on proper internet use. Technology has opened up another outlet for predators. The Office of Children Protection stressed to the sites the importance of vigilance in educating our children on internet safety. The internet safety book, *Net Cetera, Chatting with Kids About Being Online*, is provided to all churches/schools. This wonderful resource book is provided free of charge by the Federal Trade Commission.

#### **2010 NATIONAL SAFE ENVIRONMENT LEADERSHIP CONFERENCE:**

The Safe Environment Coordinator for the Office of Child Protection attended the National Safe Environment Conference in New Orleans in March. The conference provided a wealth of information relating to the growth and awareness of providing safe environments for our children/youth.

#### **CATECHIST HANDBOOK:**

The Office of Faith Formation published a Religious Education Catechist Handbook during the audit period. Included in the handbook is information on the Diocesan Protection of Children Program, i.e., Diocese of Jackson Policies in regards to the sexual abuse of a minor, information on criminal background screenings/training and procedures in reporting sexual misconduct with children or child abuse.

#### **DIOCESAN SITE AUDITS:**

The Safe Environment Coordinator for the Office of Child Protection visited schools and parishes during the audit period for the purpose of reviewing the Protection of Children records. The parishes and schools in the Diocese of Jackson are doing outstanding work in continuing to follow the policies set forth by the *Charter for the Protection of Children Young People*. The responses from the parishes and schools to the diocesan site audits were overwhelmingly positive.

### **Diocese of Joliet, Illinois**

- A *User Agreement Policy* concerning the use of electronic media by children and youth was prepared for students enrolled in our Catholic Schools.
- The Diocesan Youth Ministry Office is in process of drafting a document for students enrolled in parish religious education programs regarding use of electronic media.

- The policy regarding documentation needed for teen volunteers was revised.
- The document prepared by the Office of Child and Youth Protection, *What has the Catholic Church done to effectively respond...* as well as the document *USCCB Magisterial Teachings on Sexual Abuse* were added to the diocesan website.

### **Diocese of Juneau, Alaska**

Bishop Burns facilitated Town Hall Meetings in the larger parishes to allow parishioners the chance to ask questions and to assure them of all that is being done in the Diocese of Juneau. He has also written numerous articles for our diocesan newspaper, and also for the local paper addressing the Sexual Abuse Scandals in the Church. The gatherings have been well attended and folks have responded positively.

A 9 month reflection/study group for victims of all forms of childhood abuse was again facilitated by the VAC and held in the evenings in the diocesan conference room. Catholics and non-Catholics were invited and participated. This was the second year that we offered the group and we continue to get requests to offer it again.

### **Diocese of Kalamazoo, Michigan**

**The additional actions implemented July 1, 2009 – June 30, 2010 are:**

- Mid-year *Preliminary* audit report is required of all local parishes and schools listing information on all clergy, employees, volunteers, educators, enrollment in religion classes information for current information and accuracy. This information is checked against information in VIRTUS database and assists parishes and schools to have everyone in compliance. The audit prompts good communication between parishes/schools and the diocesan office.
- Annual an *End of Year* audit report from all local parishes and schools is required reporting on all clergy, employees, volunteers, educators, enrollment in religion classes with attendance, opt out numbers and dates *Teaching Touching Safety* sessions were taught.
- The Diocese of Kalamazoo requires ALL employees, priests, deacons, candidates for ordination, and educators to read monthly continued training bulletins online provided by VIRTUS regardless whether they have contact with minors or not.
- All volunteers that have ongoing and unsupervised contact with minors are also required to read monthly continued training bulletins online provided by VIRTUS.
- After one year and after two years re-certification edition 1 (first year) and 2 (second year) are automatically required of ALL employees, priests, deacons, candidates for ordination, educators, and volunteers that are required to read monthly training bulletins. Re-certification is done online through VIRTUS.

- To reinforce the importance of the programs and the requirements of the diocese, the SE Office follows-up on all parish/school reports that report high opt out rates or absenteeism.
- The Diocese of Kalamazoo requires criminal background checks be renewed every five (5) years. This is the second year the renewals were due. We sent out notices and revised the release form to note whether the form is a "renewal" or new. We have had overwhelming positive response.
- Adjudication Process: Revised adjudication procedure to involve a review committee and a rubric.

### **Archdiocese of Kansas City, Kansas**

- Brochures and handouts have been designed/updated and continue to be distributed to parishes and schools, at Virtus® Awareness Sessions for Adults, and at meetings of principals, teachers and parish administrators as well as being available on the Archdiocesan website ([www.archkck.org/content/view/227/143/](http://www.archkck.org/content/view/227/143/)).
- Onsite parish audits are conducted as part of the Parish Financial Audits and are also conducted as needed at the direction of the Safe Environment Coordinator. The onsite Parish Financial Audits and Safe Environment Program Audits are conducted on a three year cycle with each parish having an onsite audit at least once every three years. Onsite audits are also conducted whenever there is a pastor change.
- The *Reference Manual to Assist in the Implementation & Compliance for the Protection of Children & Youth* is distributed to all local parish/school coordinators as a guideline and reference tool.
- Virtus® Protecting God's Children for Adults awareness training dates and locations are posted on the Archdiocesan website and are also listed periodically in the Archdiocesan newspaper, the LEAVEN.
- The Archdiocesan Freedom from Pornography Initiative, "*As For Me and My House*", continues to be utilized in our parishes. The staff currently facilitates three Catholic Men's Recovery Groups and one Catholic Spousal Support Group. The Catholic Spousal Support Group is for women whose husbands are involved with pornography and they meet weekly.

### **Diocese of Kansas City-St. Joseph, Missouri**

- During 2008 we purchased a new safety program for grades Pre-K thru 8<sup>th</sup> that was Catholic based. In August of 2009 we trained a representative from every parish to implement this Catholic program to parish schools of religion. Now all schools and parishes in the diocese have been provided with Circle of Grace and been trained by the Omaha Diocese, developers of the program.
- The diocese sponsored the National Catholic Youth Conference in Kansas City, MO 11/19-21/2009 with KS Archdiocese and we worked closely to insure all adults involved with youth activities at the conference had safety training and background checks.

- We continue to offer training and support our programs for children, youth and adults to all of our *private* Catholic schools as well as adult training to Catholic Charities workers in the diocese.

## **Diocese of Knoxville, Tennessee**

The Diocese of Knoxville has extensively used both traditional and new media to communicate with the faithful and the broader community. Our goal has been two-fold: 1) to share what we've learned about the prevention of child abuse in order to protect all of East Tennessee's children and 2) to explain the efforts we have taken to prevent abuse and to respond immediately and decisively to an abuse allegation.

Here are some of the specific actions we've taken to accomplish these goals:

- In the spring of 2010, Bishop Richard F. Stika issued a pastoral letter on the prevention of clergy sexual abuse. The pastoral letter was sent to East Tennessee media and published on the [www.dioknox.org](http://www.dioknox.org) website the same day. A Spanish translation of the document is also available online and it was read on our Spanish radio program aired in the greater Knoxville area. Furthermore, the letter was published in our monthly Spanish newsletter and was handed out to the Spanish-speaking leaders at the Diocesan Hispanic Council.
- On April 14 the Victim made his allegation public. That day the media office sent out a press release explaining our response to the allegation. We also invited members of the media to a press conference with the bishop and chancellor, Deacon Sean Smith, the following day.
- On April 15 we held the press conference and an extensive question-and-answer session with media. We made video and sound files of the entire press conference available online, as well as the bishop's prepared statement. Bishop Stika wrote a letter explaining his sorrow over the situation and reiterating the diocese's actions as well as encouraging any other potential victims to come forward. The Bishop mandated that this letter be read at all parishes in the diocese (at all Masses) on April 17 and 18. The letter was published in the diocesan newspaper and made available online in text and video formats (English and Spanish).
- In May, four "healing sessions" were held around the diocese, in cities where the accused had served: Farragut, Chattanooga, Greeneville, and Kingsport. Deacon Sean Smith, Chancellor, and Father David Boettner, moderator of the curia, conducted these sessions with Kim Cook of Catholic Charities of East Tennessee, a counselor with expertise in sex-abuse detection and prevention. The sessions were publicized beforehand through the diocesan newspaper and communications with priests, and the newspaper published a substantial article after the fact. During the sessions, Ms. Cook explained the behavior of sexual predators and taught parents specific strategies for protecting their children. There was simultaneous translation (English-Spanish) provided at the three sessions.
- Bishop Stika and Deacon Smith have continued to maintain close contact with the Victim as he goes through the process of healing from past sexual abuse. The bishop reiterated his support for the Victim in his column for the Sept. 12 edition of the diocesan paper.

- In every column, statement, and press gathering, Bishop Stika has repeatedly encouraged any others who might have been victimized to come forward so that justice may be done.

In addition, the diocese has taken steps to make sure our efforts are reaching the growing Hispanic population of East Tennessee:

- Three facilitators are available to conduct the Virtus program's "Protecting God's Children" training in Spanish. These facilitators are sensitive to cultural differences, and they present examples of real-life situations in which the training can be applied in the parish and family. Despite the fact that open talk about sexual abuse is taboo in many Spanish-speaking countries, participants who complete the training almost always recommend that other Hispanic parishioners attend a session.
- Because many Hispanic parishioners don't have internet access and thus are unable to read follow-up Virtus bulletins online, the Office of Hispanic Ministry is creating a booklet of 50 Virtus lessons, translated into Spanish, to be completed over a two-year period. A staff person and a volunteer were engaged to develop the material based on a summary of Virtus materials, and a Hispanic Ministry staff member oversees the project. The booklets are being distributed to parish directors of religious education for distribution and follow-up.

### **Diocese of La Crosse, Wisconsin**

The Diocese of La Crosse Child Sexual Abuse Policy Information Notice on the Diocesan Website, regularly published in the Diocesan newspaper and regularly published in parish bulletins has been revised. It now clarifies and emphasizes that persons with complaints of child sexual abuse are encouraged to take their complaints directly to civil authorities as well as report them to the Diocese.

### **Diocese of Lafayette, Louisiana**

Members of the clergy participated in a program presented by an LCSW, "Toward a Compassionate Understanding of Pornography Addiction"

All Safe Environment Coordinators (schools and parishes) were trained by a VIRTUS representative on the use of online certification. This program has been adopted by all diocesan locations as an option for the annual continuing education.

Diocesan Safe Environment office has begun site visits to evaluate local (parish/school) safe environment records and programs.

### **Diocese of Lansing, Michigan**

1. St Francis Retreat Center sponsors retreats for those who are victims of clerical sexual abuse called "A Time to Heal". In October, 2009, there were 5 who attended. As part of the Retreat, participants have the opportunity to tell Bishop Boyea about their experiences as part



of the healing process. The Retreat Directors also have 2 follow-up contacts / year and participants are invited to attend follow-up sessions at least 2 times during the year. So far, contact is maintained semi-annually with at least 29 victims, both men and women, coming from several dioceses.

2. *FAITH Magazine* publishes a diocesan magazine that reaches every Catholic household in the diocese (about 75,000). The June 2010 issue published a major article “An update on the sex abuse scandal: The Charter for the Protection of Children and Young People.” The article is currently available online at [www.faithmag.com](http://www.faithmag.com). It provides a *status quaestionis* with updated analysis and statistics along with diocesan statistics. It also provides the name and contacts for the Victim Assistance Coordinator, in both Spanish and English languages.
3. As a consequence of the Clergy Abuse Retreats, and the awareness that the abuse crisis has generated, the Retreat Center has expanded their retreat offerings to provide two additional retreat experiences for those who are victims of sexual abuse by family members. For Women, the retreat experience is called “Beyond Survival”. For Men, the retreat experience is named “Defying Victimhood”. Over 30 individuals attended these retreats during this audit year.
4. Five regional training workshops were held August 17-21, 2009 regarding the Praesidium *Called to Protect for Youth* program. Christy Schiller, who is the *Called to Protect* Program Manager at Praesidium, conducted the workshops. *Called to Protect for Youth* was implemented in the Diocese of Lansing in the 2009-2010 school year. Feedback from parish/school staff has been positive.
5. Virtus Facilitator training March 12-13 were held at Bethany House in DeWitt, MI. Participants were from the Dioceses of Lansing, Grand Rapids, Kalamazoo, Saginaw and Medina, Ohio.
6. The Diocese hosted state-wide safe environment coordinators (SEC) meeting on April 13, 2010. SECs from the Archdiocese of Detroit, and the Dioceses of Gaylord, Grand Rapids, Kalamazoo, Marquette and Saginaw attended. Among the agenda items were: report of the national SEC meeting held in New Orleans; background check methods; children and youth programs. The feasibility of the seven Michigan dioceses sponsoring a future national SEC/VAC conference and a Region VI conference was discussed.
7. A compliance audit workshop on Articles 12 and 13 of the Charter was conducted. The workshop was held April 20. This year, we required each parish, school and agency to name an audit contact person. The audit contact was invited to attend the workshop.
8. Each parish, school, and agency in the Diocese of Lansing was audited regarding Articles 12 and 13 of the Charter.

## **Diocese of Laredo, Texas**

- Article in La Fe (the diocesan magazine) – article focusing on the prevention and reporting of child sexual abuse.
- Standard Operating Procedures for meeting Safe Environment requirements were created and disseminated to all Parishes through the Religious Education Coordinator meetings and training.
- The Victims Advocate met with each Deanery to explain Safe Environment procedures for reporting and compliance with the Charter.
- Established new procedure- clergy can only obtain a renewal celebrate after successful completion of the required Safe Environment training.
- Blue ribbons were provided to all staff in recognition of April – Child Abuse Prevention Month. Ribbons were worn by staff the entire month.
- Radio announcements on KHOY (diocesan catholic radio station)- recorded in Spanish and English with parenting tips, prevention resources and reporting laws.
- Information on child sexual abuse was available on the diocesan website throughout the month of April.
- Memorandum – announcing April as Child Abuse Prevention Month. Memo sent to all employees.
- Parish Bulletin Announcements on April – Child Abuse Prevention Month and reporting guidelines.
- Weekly child abuse prevention educational materials were provided to diocesan employees in the month of April.
- The Office of Human Resources displayed a month long informational board on child abuse prevention for the public to view.
- Weekly e-mail with prevention resources sent to diocesan employees in the month of April.
- At the conclusion of April, employees received a thank you card from a child expressing appreciation for his/her protection from sexual abuse.
- Email link sent to employees with information on the Texas Sex Offender Registration Program and how to access public records.
- Data from the Texas Department of Family and Protective Services website was emailed to staff. (data included statistics on abuse and reporting guidelines)
- Press releases sent from USCCB in April were emailed to diocesan staff.

## **Diocese of Las Cruces, New Mexico**

During 2009/2010 improvements were made to the Diocesan web site. These improvements are more informational than the past and include easier access to the Victim's Assistance Coordinator, and explanation of the new process for training instructors, and a full copy of the Faith Environment Policy. At this time there has been no feedback on the changes received from the intended audience.

Individuals wishing to contact the Victim's Assistance Coordinator have direct access to him through E-mail on the Diocesan web site.

The titles of the program and the policy have been renamed “Faith Environment”, Policy, and Program. This change was made to better reflect our commitment to the safety and sanctity of our churches as a foundational responsibility of our life in Christ.

The Faith Environment Policy is now available on the web site in its complete and newly revised form. The policy has been rewritten and in its new form has also been distributed to all parishes, as well as priests, deacons, and others for inclusion in their Diocese of Las Cruces Pastoral Manual. The document is more comprehensive and closely follows the guidelines published by the United States Conference of Catholic Bishops.

A training program has been instituted which for the first time allows for the training of parishioners and staff from the parishes and schools to present the training. Persons with a documented background and knowledge about abuse issues can be recommended to the diocese by their pastors to receive training to present the workshop.

### **Diocese of Las Vegas, Nevada**

1. FINGERPRINTING ALL EMPLOYEES AND VOLUNTEERS REGARDLESS OF POSITION.

In 2009, the Diocese of Las Vegas initiated a policy requiring fingerprint background checks of *all* employees and *all* volunteers regardless of position. These background checks are processed through local law enforcement as well as through the F.B.I. at a direct cost to the Diocese of approximately \$50 each. This has resulted in a significant increase in expenses for each parish and the Diocese as a whole.

2. USE OF REVIEW BOARD BEYOND CONFINES OF THE CHARTER.

The Diocese of Las Vegas consults with its Review Board on situations of alleged inappropriate conduct that may not rise to the level of sexual misconduct by clergy with children. For instance, allegations and the corresponding investigations involving lay, adult employees are discussed as well.

3. CENTRALIZED PAYROLL/ACCOUNTING/FINGERPRINT TRACKING.

The Diocese of Las Vegas requires that the fingerprinting of all employees and volunteers be centralized through the Diocese (specifically through the Diocesan Payroll and Benefits Administrator). The Diocese of Las Vegas feels this measure provides additional control and verification that each employee/volunteer is indeed fingerprinted. Moreover, any positive result on any background check is referred through the Vicar General for review and evaluation thereby providing additional oversight in the process of determining whether volunteers and employees are fit for the positions intended.

### **Diocese of Little Rock, Arkansas**

1. Provided refresher training (workshop with new updated DVD) on VIRTUS Protecting God’s Children for Adults to priests, principals and VIRTUS training facilitators.
2. Conducted four (4) in-service workshops for VIRTUS training facilitators.

3. In June 2010, Bishop Taylor sent to all parishes, missions and Catholic schools a letter addressed “To all who exercise a public role in the life of the Church in Arkansas” stressing the need for all adults involved in ministry within the Church to complete the required diocesan safe environment training. This letter was also published in the June 19<sup>th</sup> edition of the Arkansas Catholic.
4. Implemented requirement for all lectors and Extraordinary Ministers of the Eucharist to be in full compliant with the diocesan safe environment training requirements (background check, VIRTUS Protecting God’s Children for Adults workshop and monthly continuing education).

## **Archdiocese of Los Angeles, California**

### **Archdiocese of Los Angeles 2010 Parish/School Onsite Safe Environment Audits**

An important component of the Archdiocese of Los Angeles’ commitment to fulfill the “Norms” of the *Charter of Protection of Children and Young People* are the onsite parish/school Safe Environment Audits. During the 2010 audit year, 70 onsite audits were conducted. The purpose of the audit visits is not only to assess each parish/school’s compliance with the *Charter* but also to listen to their needs and offer them encouragement, support and to bring them up to date on available resources as they continue their mission to protect our children and young people against child sexual abuse.

### **Archdiocese of Los Angeles 2010 “Keep Kids Safe” Campaign**

To celebrate Child Abuse Prevention Month the Archdiocese of Los Angeles kicked-off the new “Keep Kids Safe” Campaign in the third week of April. Parishes and schools received special packets which included:



- 2010 Working Together to Protect Children and Young People brochures
- Parent resource “Hints for Internet Safety for Children and Teens”
- Rosary for Healing and Protection
- Parish Bulletin Announcements for April
- Petitions for Child Abuse Prevention Month
- Blue ribbon “Keep Kids Safe” stickers for children, young people and adults to wear during the third week of April

Articles in *The Tidings*, the Archdiocesan newspaper, announced the campaign and included weekly Safe Environment articles. The campaign gave parishes and schools alternative ideas and, more importantly, included a “blue ribbon logo” which appeared everywhere to create a recognizable and exciting identity for the campaign. The program was very well received.

## **New 2010 Safeguard the Children Parish Committee Manual, PowerPoint and Workshops**



Since 2002 the Safeguard the Children Parish Committees have been the foundation for implementing the USCCB *Charter*. In 2010 a new, “easy to use,” *Archdiocese of Los Angeles Safeguard the Children Parish Committee Handbook* and PowerPoint were created to assist parish and school committee members and were presented in workshops attended by over 1,000 representatives from parishes and schools throughout the diocese. The *Handbook* includes: Required Safeguard the Children Parish Committee Policies and Procedures, Information on How to Form a Committee, an “At a Glance” Safeguard the Children Parish Committee Responsibilities and Practices Checklist and a section for Development of a Mission Statement and Three-Year Plan. The six key concepts on which the *Handbook* is based are: MONITOR, EDUCATE, EVALUATE, REVIEW, ASSIST AND CELEBRATE.

### **VIRTUS® “Keeping the Promise” Live Recertification**

In addition to the original VIRTUS® “Protecting God’s Children” Adult Awareness Session, the Archdiocese of Los Angeles now includes recertification every four years for staff and volunteers. Nearly 10,000 clergy, employees and volunteers have attended the live VIRTUS® “Keeping the Promise Alive” Recertification. The 1.5 hour refresher course reviews the five steps of “A Plan to Protect God’s Children” and gives concrete information on implementation in parishes and schools throughout the United States. The response has been well received and has helped re-energize ongoing safe environment efforts.

### **Expanded Collaboration with Public and Non-Government Agencies**

As reported in prior audits, the Archdiocese has sought opportunities to collaborate with law enforcement, public agencies and other religious and civic groups committed to creating and enhancing safe environments for children, youth and families. This year, there has been tangible evidence of response to our efforts including: presentations on internet safety by Los Angeles City Attorney’s Office Counsel at nearly 80 parish and school locations; expanded integration of the Archdiocesan Office of Victims Assistance Ministry in local victims support groups not directly affiliated with the Archdiocese; and, representation of the Archdiocese on the Clergy Advisory Committee of the Los Angeles County Department of Health. Another measure of collaboration involves two examples from the Los Angeles Police Department: (1) LAPD is testing VIRTUS® as a training tool for its personnel; and, (2) recently, LAPD asked the Archdiocese to intervene with leadership of another denomination which LAPD perceived to be neglecting a report of misconduct by one of its foreign clergy while in Los Angeles.

### **Leadership Recognition by the University of Notre Dame’s “Play Like A Champion” Program**

As previously reported, the Archdiocese has worked with the University of Notre Dame’s “Play Like A Champion” Program to integrate a “safe environment” module in its nationally used training program for youth coaches. In June 2010, at the annual conference, Larry Muno – who has led the Los Angeles effort, initially through the Catholic Youth Organization and now in all youth programs – and his two senior colleagues were honored for their leadership, including the

better than 95% positive ratings their clinics receive from coaches and the positive impact reported by families and youth in the program.

### **Diocese of Lubbock, Texas**

In addition to providing each parish with the video “Yellow Dyno” the Dioceses provided posters of the training, also trained additional trainers for the youth program.

### **Diocese of Madison, Wisconsin**

Newspaper Article: On May 22, 2010 journalist Doug Erickson of the Wisconsin State Journal wrote an article titled “Amid heightened awareness about child safety, local parishes have changed” that was featured on the front page in one of their Sunday’s Wisconsin State Journal newspapers. In preparing for his article, Mr. Erickson interviewed the Vicar General, Chancellor, Victims Assistant Coordinator, Director of the Safe Environment Program, Associate Director of the Office of Child and Youth Protection at the U.S Conference of Catholic Bishops in Washington D.C., a parish priest, the Director of Communications, and the Safe Environment Coordinator from one of the local parishes. Mr. Erickson’s article reported on the many changes that have taken place within the Diocese since the sexual abuse scandal in 2002. Changes that include mandated training and background checks for priests, employees, volunteers and anyone else that may have contact with minors within the parish communities; mandated children’s program, “Valuing God’s Gifts in Ourselves and Others”(a safe environment curriculum for K-10 developed by the Diocese of Madison), and the development of the Sexual Abuse Review Board. Mr. Erickson also attended a safe environment training class that was held in one of the local parishes.

Internet Safety Resource page added to the Safe Environment website: Detailed internet safety awareness tips and resources for parents and church personnel. Articles that include useful information on recognizing child sexual abuse, preventive strategies and initiatives, as well as links that provide direct access to several important websites including the FBI Guide for Parents and the WI Department of children and Families.

“In Process” category added to the Safe Environment database: For more accurate record keeping of background checks, signed “Statement of Receipt and Agreement” forms, and Virtus training. A clean criminal background record must be received prior to beginning any volunteer activity that involves minors. Virtus training must be completed within the first six weeks of becoming a volunteer or the applicant will lose their volunteer status. When compliance reports are sent to parishes, everyone listed on the report is eligible to volunteer with minors except the applicants in the “In Process” category waiting for background checks to clear, volunteers who have not signed the “Statement of Receipt and Agreement” form, and applicants that have not taken the Virtus training in the allotted time of six weeks. If an applicant does not finish the above requirements, a status report is sent to the parish indicating that the volunteer applicant will be placed under “Inactive Status” and will not be able to volunteer until the specific requirements are fulfilled.

## **Diocese of Manchester, New Hampshire**

### Safe Environment Conference

On Saturday, March 20, 2010, the Office for Ministerial Conduct held its sixth annual diocesan-wide conference of Safe Environment Coordinators, Safe Environment Council members, training facilitators, and staff members involved in the implementation of the Diocese of Manchester's safe environment programs and policies. Approximately 75 people attended the conference that included presentations by Investigator Jennifer Frank, who spoke about internet safety; and by Christine Hagen, Diocesan Director of Human Resources, who spoke about sexual harassment.

The purpose of these annual conferences is to not only provide information about diocesan policies and ensure consistency in implementation, it is also to acknowledge and commend the attendees for their child protection efforts, to motivate them to continue their efforts, and to give them opportunities to network with others who share their roles.

### Child Abuse Prevention Month Efforts- April 2010

In recognition of Child Abuse Prevention Month, the main page of the diocesan website featured various child safety topics on each Tuesday of the month. The first week featured a downloadable copy of the USCCB's *Rosary Guide for Healing and Prevention*. The second week's information included family discussion cards designed by the Diocese of Manchester, articles about sexting and cyber-bullying, a pamphlet about how to talk with children about abuse, and the booklet *Cell Phones and Parental Controls*, the result of a collaborative effort between the Diocese of Manchester, the Religious Alliance Against Pornography, and the National Coalition for the Protection of Children & Families. Information during the third week of April focused on prayers, services for, and outreach to victims of abuse; information about the problem of human trafficking also was included in the week's articles. During the last week in April, the video interview of Bishop Cupich (from the USCCB website) was featured and a list of Safe Environment Coordinators by entity was provided. Readers were asked to pray for our diocesan coordinators.

In addition, in honor of Lent and Child Abuse Prevention Month, Bishop McCormack held an hour of prayer on Holy Thursday during which he prayed for diocesan Safe Environment Coordinators.

### Site Reviews

The Diocese of Manchester Compliance Officer and her staff continue to make site visits to diocesan parishes, schools, and summer camps to verify compliance with all safe environment policies and procedures. The Compliance Officer has developed a site review plan that provides for a site visit at least once every four years (and more frequently if needed). The site visits include viewing documentation, interviewing pastors, principals, safe environment coordinators, and catechetical leaders, and preparing reports which include recommendations. During the site

visits, the Compliance Officer and her staff ensure that those responsible for safe environment compliance in the parishes, schools, and camps are properly trained in the implementation of the safe environment policies and procedures.

Among the benefits of these site visits are: (1) more effective implementation of the safe environment policies and procedures throughout the Diocese; (2) the establishment of a process that is sustained and makes it clear to the Christian faithful that the Diocese has made the commitment to a safe environment a permanent aspect of the Catholic culture in New Hampshire; and (3) the greater ability to have persons who can speak to the magnitude and depth of the commitment of the Diocese to a safe environment culture.

#### *Promise to Protect, Pledge to Heal Posters and Wallet-size Reporting Cards*

The Diocese of Manchester continues to distribute to all of its parishes and Catholic schools posters with information about how to report abuse by someone representing the Catholic Church. The posters display the telephone numbers of the NH Division for Children, Youth & Families and the Diocese of Manchester's Director of the Office for Healing and Pastoral Care (the victim assistance coordinator). In addition, on the posters are clear plastic pockets that contain wallet-size cards, setting forth these telephone numbers as well as information about the reporting requirements for Church personnel.

The Office for Ministerial Conduct periodically sends new posters and reporting cards to the Safe Environment Coordinators of the parishes and schools of the diocese. In addition, during her site visits (see above), the Safe Environment Compliance Officer or her staff ensure that a *Promise to Protect, Pledge to Heal* poster is displayed and provide the parish or school with an additional supply of reporting cards.

The benefits of the posters and reporting cards are that they: (1) offer a discreet way for those who suspect or experienced sexual abuse of a minor to obtain information about how to report the abuse; (2) provide a reminder of the Church's commitment to assist those subjected to abuse and of the importance of making reports to the appropriate authorities; and (3) offer a convenient way to remind those who regularly work with minors about how to make a report of sexual abuse of a minor.

#### *Parish Bulletin Advertisements*

The Office for Ministerial Conduct has an agreement with Liturgical Publications, Inc., the leading parish bulletin provider in the Diocese of Manchester, to include in all parish bulletins an advertisement that sets forth the telephone numbers for reporting suspected abuse of a minor. Since April 2007, the advertisements have been published on a weekly basis in 69 communities and 78 parishes, reaching 41,000 households per week.

The arrangement with the parish bulletin company has proven to be an effective way to ensure that the child abuse reporting procedures are regularly published in the parishes.



### Safe Environment E-News articles

The Diocese of Manchester publishes and broadly distributes an electronic newsletter on a bi-weekly basis. E-News contains news, events, and articles about diocesan activities and programs. In every issue of e-news, the Office for Ministerial Conduct includes articles about child safety, “best practice” tips, reminders about important deadlines, bulletin announcements and/or part of Church ministry.

### Safe Environment Newsletter

The safe environment office issued a Winter Newsletter which contained an article about sexting, tips for Safe Environment Coordinators, information about how to respond to disclosures of abuse, and important reminders. The newsletter was provided to coordinators through eNews and is available on the diocesan website. Plans are underway to develop similar newsletters twice per year.

### Safe Environment Database

The Diocese of Manchester utilizes an online database to track safe environment compliance of all those who work with minors at parishes, schools, and camps. Each entity is required to regularly update the database with the names of those currently working with minors at the entity. The database is a secure online application that is accessible by authorized individuals (pastors, principals, safe environment coordinators, and diocesan safe environment staff) from any personal computer. Entity users are able to look up names, insert information about whether the appropriate paperwork is on file for each person, and update the status of individuals. Diocesan users have the ability to edit to all aspects of the database including training and criminal check information (entity users cannot edit training or criminal check dates). The database tracks the timelines for completion of the safe environment requirements and displays a message if a person is overdue. In addition, on a monthly basis, automatic email notifications are sent to entity users listing the names of any overdue individuals. The database is a tool that has resulted in: (1) improved communication between entities and the diocesan safe environment office; (2) better adherence to the required timelines; (3) higher rates of compliance.

## **Diocese of Marquette, Michigan**

During the 2009-2010 audit period the Diocese of Marquette began the process of putting into place the following advancements, (these advancements were being worked on during the 2009-2010 period but they will not be fully implemented until the 2010-2011 period):

1. Developing and implementing a rotating schedule for the re-processing of the criminal background checks for all employees and volunteers who have already had a criminal background check.
2. Developing and having approved a funeral policy for all clergy who have been removed from active ministry under the Dallas Charter.
3. Improving the monitoring policy of those clergy who have been removed from active ministry under the Dallas Charter to include regularly scheduled home visitations.

## **Archdiocese of Milwaukee, Wisconsin**

- Restorative Justice Healing Circle DVD was completed and available to parishes, schools, and other organizations. Various marketing strategies were supported and the DVD's are in circulation internationally.
- A series of candlelight vigils for victims and others affected by abuse were held in various locations throughout the Archdiocese. This grass-roots effort at outreach was supported by the VAC and the bishops attended when possible.
- Workshops on mandatory reporting by the VAC continue.
- The Independent Mediation System continued to provide opportunities for outreach, reconciliation and restitution.
- Implemented new Safe Environment Education training materials for adults. These new materials include internet and technology.
- Trained over 100 new facilitators to lead the adult Safe Environment Education sessions. The total number of trained facilitators is close to 200. Almost every parish and/or school has their own facilitator making the training and education for adults more effective and efficient.
- Recognizing that communication through technology is growing, the Archdiocese of Milwaukee saw the need for and established a Social Networking Policy for all parishes and/or schools. This policy was proposed by the Safe environment Committee, recommended by the Diocesan Review Board and promulgated by the Archbishop.
- Recognizing that the SEC works more closely with the Bishops, Vicar for Clergy, Chancellor, and Human Resource Department, the Safe Environment Office was separated from the Victim Assistance Coordinator Office and moved closer to these offices. While the SEC continues to work with the VAC, the move has proved to be beneficial in that it heightens safe environment awareness and improves communication with the personnel that work directly with the staff in the parishes and/or schools.
- The Safe Environment Coordinator visited approximately 40 parishes and/or schools throughout the audit period.
- The Instructions for Conducting Background Checks were updated clearly stating that both state and national checks need to be completed. Parishes and/or schools are also encouraged to utilize the feature offered by the company that processes the national checks where an individual volunteer has the ability to go online and enter their own information (SS#, etc). This feature not only saves on time and paperwork in the parish/school but also provides more security for the individual who may be reluctant to provide personal information.

## **Diocese of Memphis, Tennessee**

### **Memphis Front Porch**

As a result of a meeting between Memphis Roman Catholic Bishop J.Terry Steib, SVD, and the Center for Child Advocacy in Memphis, St. Augustine parish in South Memphis began, **Memphis Front Porch.**

At a meeting between Bishop Steib and some of his staff with the Center for Child Advocacy, it was noted that the highest rate of child physical and sexual abuse in Tennessee was zip code

38104. That particular area encompasses much of St. Augustine Catholic Church. The Church's pastor, Father John Geaney, CSP, indicated that he would be interested in giving the Child Advocacy Center access to the front porches within the geographical bounds of the parish. The CAC works assiduously to educate people about child abuse, but has little access to neighborhoods. The parish has access to the neighborhood, therefore the combination of the CAC's ability to educate and the parish's access to the neighborhood, made for good collaboration.

In a series of meetings that now include Associated Catholic Charities, it was determined that the program will be called **Memphis Front Porch**, if the people who own the name Front Porch will be willing to allow us to use it. The purpose of the program is to visit families in the 38104 neighborhood to educate them to the problem of sexual abuse, and to assist them in knowing what they can do to stop abuse when they see it happening, or to report it to the proper authorities.

Next steps include designing or adapting the Virtus program for use with people in the neighborhoods. We will establish a CDC to run the venture and will apply to local Memphis foundations for monies to make staffing possible.

Should **Memphis Front Porch** work well in the neighborhoods near St. Augustine, it will then be taken to other parishes or groups within the umbrella of Associated Catholic Charities and the Child Advocacy Center for application in other neighborhoods.

This can serve as a model for other religious groups or other institutions.

### **Department of Children Services**

Both a representative from DCS and the Director of Human Resources investigate **non clergy** claims in the parishes and schools. The diocese and DCS interviews the complainant, witnesses and observe the facility. We cooperate fully with DCS in collecting information and documents they need.

### **Archdiocese of Mobile, Alabama**

The Office of Child Protection has created, in conjunction with the Office of Catholic Schools, the Office of Religious Education and a committee of teachers from various archdiocesan schools and grade levels, a revised Safe Environments curriculum for students. This new program will be introduced to a few schools this fall as a pilot program. Following subsequent evaluations and enhancements, the new curriculum will be introduced to all schools and parishes in the fall of 2011.

### **Diocese of Monterey, California**

1. The Diocese of Monterey has implemented a web-based method of reporting complaints of sexual misconduct and/or financial misconduct via a web program, EthicsPoint. This allows a reporting party to remain anonymous during the process and allows the Diocese of

Monterey to ask questions of the reporting party. Please see [www.dioceseofmonterey.org](http://www.dioceseofmonterey.org) for more information and a link to EthicsPoint.

2. Sr. Patricia Murtagh, I.M, Director of the Department for the Protection of Children and Young People and the Safe Environment Program, has held numerous conferences to inform parents about child abuse and prevention. The programs she has used include *Parent Guide-Think First & Stay Safe! How to Protect Children & Teens*.
  - See Attached Schedule marked Exhibit 1
3. The Diocese of Monterey publishes a monthly newsletter, “*What’s Happening in the Diocese of Monterey?*” The newsletter reminds employees about the need to clear all priests from outside the Diocese of Monterey who provide coverage for liturgies, facilitate retreats, provide workshops, preside at weddings or baptisms etc. The newsletter also includes Do’s and Don’ts for a Safe Environment.
  - Attached are examples of the newsletter pages marked Exhibits 2 and 3
4. Sr. Patricia Murtagh maintains a library of materials on a Safe Environment, child abuse and related subjects which may be lent out to parishes and schools.
  - Attached is a list of the items that may be borrowed marked as Exhibit 4
5. Sr. Patricia Murtagh trains Catechists who in turn, train children on how to stay safe and what to do if they are unsafe.
6. Sr. Patricia Murtagh sent a letter to all parishes asking that they re-emphasize the importance of the Safe Environment Program.
  - See Bulletin Announcements marked as Exhibit 5, 6, 7
7. In the wake of the Vatican’s press coverage of alleged misconduct in the Church, Bishop Richard Garcia wrote a letter, outlining what the Diocese of Monterey is doing to implement the Charter for the Protection of Children and Young People, to be published on the Diocesan website and included in the bulletins for each parish.
  - Attached is the letter from Bishop Garcia marked as Exhibit 8
8. Sr. Patricia Murtagh has mandated new posters for each parish that include the toll free reporting number for those who may have been abused by a priest or anyone associated with the Diocese of Monterey and has also verified that each parish has the posters on display in a prominent location.
  - Attached is the Poster in English marked as Exhibit 9
  - Attached is the Poster in Spanish marked as Exhibit 10

9. Sr. Patricia Murtagh has created Bookmarks, “Make a Difference in the Life of Your Child,” which includes safety suggestions. (Bilingual)
  - Attached is the Bookmark in English marked as Exhibit 11
  - Attached is the Bookmark in Spanish marked as Exhibit 12
10. The Diocese of Monterey recently adopted a new program, “Circle of Grace,” a proven and tested safe environment curriculum for children and youth (Bilingual) for use in the parishes and schools.
11. An online safe environment training course in English and Spanish. “Shield the Vulnerable” is now available as an individualized, interactive online course for parishes and schools. The course takes 1 to 1.5 hours.
12. Each parish in the Diocese of Monterey has a Safe Environment Coordinator who is responsible for ensuring that parish practices follow the guidelines of the Safe Environment Program.

### **Archdiocese of New Orleans, Louisiana**

Sent e-mails to parishes, schools, organizations:

October 29, 2009  
Halloween

Information regarding sex offender registry

<http://www.icrimewatch.net/louisiana.php>  
[http://www.missingkids.com/en\\_US/publications/NC89.pdf](http://www.missingkids.com/en_US/publications/NC89.pdf)

December 7, 2009

[http://www.missingkids.com/en\\_US/publications/NC90.pdf](http://www.missingkids.com/en_US/publications/NC90.pdf)

March 8, 2010

Chatroulette

Statement by Texas Attorney General

Hello, stranger: the ups and downs of Chatrouletter

<http://www.cnn.com/2010/TECH/02/22/chatroulette.random.chat/index.html>

April 15, 2010

<http://www.usccb.org/catholic-church-sxl-ab.pdf>

Office of Communications, IT Department, Victim’s Assistant Coordinator, Vice Chancellor, and Safe Environment Coordinator joined together this year for presentations throughout the Archdiocese on Internet Safety for parents. **(see attached)**

Office of Catholic Schools and Safe Environment Coordinator worked with the Attorney General’s Office in Louisiana to offer presentations to both students and parents on internet safety – this is continuing during the 2010-2011 school year.

During April the Archdiocese had a statewide campaign – “Stay Informed, Stay Involved”

[http://www.arch-no.org/safe\\_environment.php](http://www.arch-no.org/safe_environment.php)

With our campaign we appeared on WWL-TV (twice), WGNO-TV, and Ave Maria Radio. Teresa Tomeo heard about our campaign and called the Safe Environment Coordinator for an in

depth interview and she wrote about the campaign in her Our Sunday Visitor column on May 16, 2010.

April – Audrey Hepburn Child Abuse Center, Children’s Hospital, New Orleans, LA sponsored an event to thank those agencies working in the area of child abuse prevention. The Archdiocese of New Orleans was recognized for our Safe Environment Program. We received a tree which is planted in the front of the Archbishop’s house. This is in memory of one of the forty two children who died in LA as a direct result of child abuse last year.

April 26<sup>th</sup> – sent out e-mail with Summer Camp information (**see attached**)

April 27<sup>th</sup> Rosary (**see attached**) at Mt. Carmel Academy for high school students using the USCCB Rosary.

June 9<sup>th</sup> - sent out e-mail giving some good resources on teaching respect, bullying prevention, and personal safety. They also have reading lists for students, teachers, and parents. <http://www.cfchildren.org/>

June 11<sup>th</sup> – sent out e-mail introducing the three new companies we are working with in the 2010 – 2011 year (**see attached**)

June 16<sup>th</sup> - [Internet](#); sent out an e-mail reminding employees, volunteers, and parents to monitor internet activity of minors during the summer months.

## **Archdiocese of New York, New York**

### **1. Communications: The Catholic Channel on Sirius XM Radio.**

For the past three years, The Catholic Channel has been a 24-hour per day, 7 day per week “talk” channel that utilizes the most up-to-date radio formats and techniques. We have been fortunate to have all of the resources of Sirius XM at our disposal to give the Catholic Channel a modern and contemporary sound. We have excellent hosts who use the Catholic Channel to address issues of importance for Catholics and for all people. This would include discussions of current events, popular culture, and news and issues relating to the Catholic Church.

Sexual abuse of minors is one issue that has been widely discussed on the Catholic Channel by our hosts and listeners. The intense media interest in this story over the past year has provided each of our hosts the opportunity to discuss the subject within the context of their shows. This discussion took on the character of the hosts and the program. For instance, the factual record might be examined on a program, looking at what really happened, and why? On another show, the husband and wife hosts might talk about their reaction to the stories about sexual abuse, especially in the context of raising their family. On yet another show, hosted by a Catholic therapist, there would be discussions of how victims of abuse might deal with coming forward with their stories.

The Catholic Channel strives to discuss those topics that are of interest to our audience, particularly those that are current and newsworthy. There was perhaps no bigger story in the

Catholic world during this past year than a re-examination of how the Church responded to incidents of sexual abuse, and the Catholic Channel covered it appropriately.

Sirius XM has over 20 million subscribers throughout the United States and Canada. The Catholic Channel has been very well received by clergy and laity alike. Discussing this issue in a candid and non-threatening way is important as we continue to recover from the crisis, and establish transparency and openness for dealing with the issue in the future.

(**Contact** : Joseph Zwilling, Communications Director for further information )

## **2. Safe Environment Program**

During the audit year, the staff of the Safe Environment office began the development of an online platform for training of staff. The initial goal was to permit volunteers and non-professional staff to satisfy their initial training requirement by completing the "Safer Spaces" video online. In addition, the establishment of this online capability will permit us to provide regular training refreshers and other training opportunities to administrators and other staff.

The development of this capability involved extensive consultation with software developers both within the Archdiocese and with outside contractors, re-configuring of the "Safer Spaces" video to fit into the new delivery method, and formulation of accountability structures so that completion of the course could be tracked.

This process was not completed by the end of the audit year in June 2010, but it was finished in August 2010, and is currently operational.

(**Contact**: Ed Mechmann, Director of the Safe Environment Program for further information)

## **3. Clergy Awareness Days**

On June 3, 2010 and June 10, 2010, the Archbishop hosted Clergy Awareness Days for all priests within the Archdiocese including religious order priests, externs and diocesan priests and deacons. The Clergy Awareness Days are held each year and are designed to educate and prepare all priests and deacons working in the Archdiocese to be better equipped to address the challenges and issues facing the Church today in providing a safe environment for children and young people. Archbishop Dolan opened the meetings by emphasizing the importance of the Bishops' Charter and the critical role our priests play in maintaining safe environments in our parishes, schools and charitable programs. Ed Mechmann, Director of the Safe Environment Program, spoke on the status of the safe environment program and the importance of maintaining proper boundaries. Jim McCabe gave a presentation on pornography in the workplace. The principal speaker was Peter Kleponis, Ph.D. of Comprehensive Counseling Services in West Conshohocken, PA. Dr. Kleponis is a clinical psychologist who practices in the Philadelphia area and is an expert in treating addictive behaviors including addiction to pornography. Dr. Kleponis' program was entitled "The Truth About Pornography" and was geared especially for our priests and deacons. All the priests and deacons attending the program thought it was very informative and helpful in dealing with the problem of pornography in our society. Due to the success of the program, Dr. Kleponis has been asked to speak to other groups of Catholic clergy. *(The hand out materials from the safe environment presentation and slides from Dr. Kleponis' presentation are available upon request).*

(**Contact:** Msgr. William Belford, Vicar for Clergy, Fr. Thomas Devery, Director of Priest Personnel or Ed Mechmann, Director of the Safe Environment Program for further information)

## **Archdiocese of Newark, New Jersey**

### **Implementation of Local Safe Environment Coordinators**

During the Audit period, each of over 300 parishes and schools has named Local Safe Environment Coordinators (LSEC's) to perform the following functions:

- Understand, communicate and enforce the Archdiocesan safe environment policies in their parish or school.
- Maintain and verify all Safe Environment records for their parish or school in the paper files and in the computer.
- Serve as a hub to pass along all Safe Environment-related information and updates to others who serve the parish or school in a role that puts them in contact with minors.

Training was held, beginning in April, 2010, in all counties that we serve, during the daytime and the evening. These 2 hour training sessions reviewed the information in the manual provided to them. Follow up visits were made to several parishes and schools to help the local coordinators get familiar with the policies and the Virtus system. More one-on-one interventions are planned during the upcoming audit period.

### **Implementation of Virtus as the tracking system for Background Checking and Required Documents**

During the Audit period, LSEC's began to reflect the information in their files into the Virtus system. Virtus has been chosen as the centralized database to contain this info. During the upcoming audit period, the data entry will continue. The result will be that dynamic audits of parishes and schools will be possible, locally and at the Archdiocesan level, on an on-demand basis, and the need for an online annual form will be decreased.

### **Survey of Archdiocesan Office Of Child and Youth Protection**

During the Audit period, at the LSEC training, the attendees were provided with a first ever survey on the effectiveness of the Office of Child and Youth Protection. With the hiring in the last audit period (May, 2009) of a full-time Safe Environment Coordinator, we deemed it important to do a baseline of the service being provided. 46 surveys were returned, and they were overwhelmingly positive.

### **Implementation of Online form to track Teaching Touching Safety compliance**

We put a form on the Internet for schools to indicate how many students have been trained/opted out etc. from the Teaching Touching Safety program during the audit period. Similar in format to the overall compliance form for parishes and schools implemented during the last audit period, it became an efficient way for both sides to provide and analyze the data.



## **Diocese of Oakland, California**

### **Healing Garden**

Survivors of clergy sexual abuse have their own healing garden in the Cathedral of Christ the Light in downtown Oakland. The garden is a small Zen-like oasis located at the north side of the Cathedral's outdoor plaza. The inspiration for the garden arose when members of the "No More Secrets" diocesan support group for the survivors of clergy abuse first heard about the new cathedral. They felt that in the new complex there should be a place for healing for sexual abuse survivors. They pursued the idea with diocesan officials, received a firm "yes", worked with the diocese to design the space.

The five foot tall Japanese privet hedges on the outside of the garden reflect the Vesica Pisces fish shape of the cathedral itself and provides privacy for visitors. A sculptured basalt stone, broken in three pieces, dominates the center of the garden. Two plaques, installed on two curved wooden benches, read: "This healing garden, planned by survivors, is dedicated to those innocents sexually abused by members of the clergy. We remember and we affirm: never again." The garden was dedicated on October 11, 2008.

### **Ministry to Survivors of Clergy Sexual Abuse**

The Diocese of Oakland supports a group dedicated to the support of survivors entitled No More Secrets. It is a once every other month gathering of survivors and their family members that is facilitated by a licensed clinical psychologist and staffed by the Victim Assistance Coordinator. It meets for two hours on the first Saturday of every other month at a local Catholic elementary school which donates the site. It is a drop in gathering and numbers vary. Participants are most grateful for this ongoing support.

### **Child Abuse Prevention Month**

In addition to our yearly training of adults and children, the Diocese of Oakland recognizes our responsibility to on-going education of adults and youth with our official recognition of Child Abuse Prevention Month each April. Packets of materials to be used by parishes and schools to highlight the issues around child abuse are prepared and distributed each year. These packets contain: updated abuse statistics and facts, information on reporting, resources for both adults and young people which can be utilized throughout the year and opportunities for liturgical emphasis through specific offertory petitions as well as homily assistance.

### **Safe Environment Megan's Law Procedures**

In the Diocese of Oakland several of the school administrators have chosen to screen **all** parents through Megan's Law whether the individuals have indicated they would volunteer or not. This ensures that if the list of volunteers changes during the school year, this screening has already been completed. Parents are notified of this policy at the beginning of the school year.

## **Communication**

The Safe Environment Coordinator publishes a monthly newsletter on the Diocesan web site in the Safe Environment forum which focuses on topics relevant to creating and ensuring safe healthy environments for children, youth and vulnerable adults. Current articles of interest of importance to parents and families are linked, as well.

## **Code of Conduct for Minors**

The Diocese of Oakland requires that minors (herein defined as 18 – 21 years of age) who volunteer to work with young people, read and sign *The Code of Conduct for Minors Working with Young People*. Parents/Guardians are to co-sign the document, as well.

## **Archdiocese of Oklahoma City, Oklahoma**

**I. Safe Environment Office Parish Reviews.** Although parishes and schools are required to annually complete a Religious Education Report and Verification as well as a Safe Environment Report which are submitted to the Archdiocesan Director of Religious Education and the Safe Environment Coordinator, respectively, the Archdiocese has initiated on-site reviews of parishes and schools to assess the extent of Charter compliance at the parish level and provide corrective instruction where needed. The on-site visits include interviews, record keeping, safe environment training, etc. Following the review the Safe Environment Coordinator completes a written report with any required corrective actions and recommendations. This report is furnished to the parish/school. If necessary, the Safe Environment Coordinator follows-up with a second on-site review.

## **II. Education/Program/Curriculum Development**

**A. Safe Environment Policy: the Responsibilities of Director of Religious Education and Coordinator of Youth Ministry** - Annually, and as requested throughout the year, the Director of Religious Education provides orientation sessions for new catechetical leaders. A portion of the orientation is dedicated to a presentation on what their role is in implementing the Safe Environment Policies of the Archdiocese of Oklahoma City. For additional information please contact Pat Koenig, 405-751-5651, ext. 126, [pkoenig@catharchdioceseokc.org](mailto:pkoenig@catharchdioceseokc.org).

**B. Annual Parish Facilitator Workshop** – This workshop for Parish Facilitators and others in youth ministries is offered annually through the Office of Safe Environment. The program varies with key note speakers on topics of interest including reporting, abuse detection, etc. This year focused on social networking and it's utilization in ministry. Paul Stokell, DRE from St. Francis of Assisi parish in Oklahoma City provided an overview of how to set up a social networking site, discussed safety precautions, self editing posts, and the differences between the different privacy settings. Willy Fontanez, Youth Director, from Christ the King located in Nichols Hills, presented on how to utilize the site in ministry work. Suggested policies and practices were also reviewed. For additional information please contact Jennifer Goodrich, Office of Safe Environment, 405-721-5651, ext. 150, [jgoodrich@catharchdioceseokc.org](mailto:jgoodrich@catharchdioceseokc.org).

**C. How to Teach the Safe Environment Curriculum** -- This is a workshop for catechists offered by the Religious Education Department. (The workshop is offered throughout the year.) The workshop is offered in English and Spanish. The reaction of catechists is very positive. For additional information please contact Pat Koenig, 405-721-5651, ext. 126, [pkoenig@catharchdioceseokc.org](mailto:pkoenig@catharchdioceseokc.org).

**D. Maintaining Safe Boundaries.** Workshops are offered annually in August to all new teachers and new seminarians and as requested throughout the year. The workshop and power point presentation is tailored to the specific group. For additional information please contact Sister Catherine Powers, 405-721-5651, ext. 101, [cpowers@catharchdioceseokc.org](mailto:cpowers@catharchdioceseokc.org).

**E. Safe Environment Curriculum.** The Archdiocese has purchased the rights to an elementary level safe environment curriculum, Circles of Grace, developed by the Archdiocese of Omaha. It will provide a comparable curriculum in English and Spanish. There is a parent component in English, Spanish and Vietnamese. A training session will be held in October 2010 to familiarize catechetical leaders and catechists with the program and present suggestions for implementation of the new curriculum. It will be offered in 2010-2011 as an alternative to the current elementary level safe environment curriculum. We anticipate in 2011-2012 grades K-12 will be using Circles of Grace in English or Spanish. This program has a formal evaluation process that will be utilized. For additional information please contact Pat Koenig, 405-751-5651, ext. 126, [pkoenig@catharchdioceseokc.org](mailto:pkoenig@catharchdioceseokc.org).

**F. Parent Education.** A brochure published in English and Spanish, *Teaching Safe Environment to Your Children: Your Rights, Our Responsibilities* was distributed for use in parishes. This brochure as well as others was developed by a parish catechetical leader in consultation with the Director of Religious Education and the Safe Environment Coordinator. Parish catechetical leaders appreciate the additional parent training materials and find them helpful when promoting the Safe Environment curriculum with parents. For additional information please contact Pat Koenig, 405-751-5651, ext. 126, [pkoenig@catharchdioceseokc.org](mailto:pkoenig@catharchdioceseokc.org).

**G. Technology Curriculum** -- The Technology Curriculum which includes internet safety and abuse prevention information and training is offered to all Catholic School children. The Curriculum is available to all parents on the Archdiocesan website under: Chancery Offices; Education; Schools; Curriculum. The Technology Curriculum has been well-received by parents and students. For additional information please contact Cris Carter, 405-721-5651, ext 128, [ccarter@catharchdioceseokc.org](mailto:ccarter@catharchdioceseokc.org).

### **III. Community Outreach**

**A. Oklahoma County Child Abuse Prevention Task Force (CAP Task Force, successor to District Task Force).** The Office of Safe Environment is active in the CAP Task Force. A major activity during the audit period was participating in the planning Oklahoma's Child Abuse Prevention Month Activities (February 2010) and Child Abuse Prevention Day at the Capitol (February 23, 2010) and participating in these activities. The Faith Based Committee for Child Abuse Prevention was chaired by the Safe Environment Coordinator; this was the second year for this effort. The focus of the committee was to expand the number of faith based communities

involved in Child Abuse Prevention Month Activities and Day at the Capitol. The committee also researched dates throughout the year that were significant to the child abuse prevention movement and were coordinated, sponsored or initiated by a faith based community. The hope is that future calendars made by the committee will incorporate these dates and make people aware of the faith based communities role in child abuse prevention. The coordinator has agreed to chair the committee again this year. The Archdiocese was a co-sponsor for the state-wide calendar contest involving school children. This year the theme was “*It’s Your Turn to Make a Difference for Children.*” Calendars were distributed to all State Legislators and may also be accessed on-line. In addition to the children’s drawings, the calendar contains helpful information on the enhancement of family life. For additional information please contact Jennifer Goodrich, Office of Safe Environment, 405-721-5651, ext. 150, [jgoodrich@catharchdioceseokc.org](mailto:jgoodrich@catharchdioceseokc.org).

**B. Safe Place Faith Community.** Safe Place Faith Community is a parish based outreach ministry for victims of relationship violence within the parish and the community. The goal of the program is to assist victims of all types of relationship violence (sexual, physical and emotional), including children, the elderly, spousal, etc. The program was implemented by our Archdiocese in October, 2006. It is based on the Bishops’ Document, “When I Call for Help” ([www.usccb.org/laity/help.shtml](http://www.usccb.org/laity/help.shtml)) and is modeled after the Safe Place Faith Community program in the Diocese of San Diego. The purpose of the program is to work with local certified domestic violence agencies to provide resources, training, and other assistance to a core team of individuals in parishes. This core team will include the parish staff, the priest or deacon and a few other parishioners appointed by the pastor. There is also an educational component that will help bring a greater awareness and recognition of this all too common and yet hidden problem. This is a program in development at the parish level. For additional information please contact George Rigazzi, Director Family Life, 405-721-5651, ext. 141, [grigazzi@catharchdioceseokc.org](mailto:grigazzi@catharchdioceseokc.org).

**IV. Internal Coordination -- Safe Environment Committee.** When the Archdiocese implemented its Safe Environment Program it was evident that the Program involved many areas: Religious Education, Education, Youth Ministries, Victims Assistance, Legal and the Hispanic Community. Accordingly, an *ad hoc* committee was formed to coordinate. The listed departments plus Family Life and the Archdiocesan Database Administrator meet monthly to discuss questions received from the Parish Facilitators and others, review procedures, plan and coordinate strategies, etc. For additional information please contact Jennifer Goodrich, Office of Safe Environment, 405-721-5651, ext. 150, [jgoodrich@catharchdioceseokc.org](mailto:jgoodrich@catharchdioceseokc.org).

## **Archdiocese of Omaha, Nebraska**

- The Victim Assistance Coordinator continues to be on the Metropolitan Child Advocacy Board. She is co-chair of the prevention committee which participates in the state efforts on prevention.

- The Victim Assistance Coordinator is the Archdiocesan representative for the local investigative team. This team is mandated by law (LB1184) to have a multi-agency committee for review and collaboration of difficult child abuse cases.
- The Victim Assistance Coordinator has been on the planning committee for the National Safe Environment Conference for four years and assisted with the orientation of the new safe environment coordinators at the last conference.
- The Victim Assistance Coordinator participates in the VAC conferences and will be facilitating a session this year.
- The Archdiocese of Omaha's anti-pornography taskforce held two workshops educating many clergy and lay ministers. The task force also developed a pamphlet (English and Spanish) on "*The 7 Ways to Protect Your Family from Pornography*". There was a directive that these pamphlets along with a letter from the Archbishop be placed in parish bulletins. The response was very positive. The pamphlets along with last year's teaching sheets are available on our website to be downloaded free by any interested archdiocese/diocese. Their availability was shared over the Victim Assistance and Safe Environment listserves.
- The Archdiocese has established recovery groups (men and women) for those struggling with pornography addiction. All clergy received information on the groups and it is also on our website.
- The Archdiocese of Omaha is currently providing supportive outreach and paying for counseling to a clergy sexual abuse victim from the Diocese of Lincoln.
- The Archdiocese of Omaha has made available to other Archdiocese/Diocese our children/youth prevention program, *Circle of Grace*, for a reasonable fee. It has now been translated into Spanish, and is available at no extra cost when the program is purchased. The Archdiocese is committed to assisting those who have purchased the program with successful implementation.
- The Archdiocese of Omaha developed a protestant version of *Circle of Grace*. This version has been piloted and will be available for purchase September 2010.
- The Archdiocese of Omaha was asked by the Office of Child and Youth Protection at the USCCB to provide, if possible, free *Circle of Grace* materials to an orphanage in Kenya, Africa. The Archdiocese of Omaha and Diocese of Sioux Falls schools and religious education programs put together identified *Circle of Grace* materials and letters/supplies/religious items to be sent to Kenya. This was a great project for our children and youth who are receiving *Circle of Grace* training.
- Project Harmony, our local child protection center, invited and paid for the Archdiocese of Omaha to have two tables at their annual conference/luncheon in appreciation for the Archdiocese's ongoing commitment to educating the Archdiocese on child abuse and keeping children safe, and for our anti-pornography efforts.

- The Victim Assistance Coordinator is a member for a statewide inter-church task force on “bullying and date violence”. This ecumenical group is looking at ways churches can help the community with these issues.
- The Victim Assistance Coordinator is a member of the Presidium review board for the Benedictines of Mount Michael Abbey, located in the Archdiocese of Omaha.

### **Diocese of Orange, California**

1. Safe Environment Coordinator, Chancellor and VAC participated in the 2010 National Safe Environment Conference, New Orleans, LA, March 14-18, 2010.
2. Along with the Center for Spiritual Development and Del Amo Behavioral Health System, the Diocese of Orange co-sponsored a 10-hour workshop on November 20-21, 2009 titled “Trauma Recovery II: Finding Words for what makes you Speechless”. Dr. Herminia Shea-Martinez, VAC for Orange was a co-presenter. The workshop was geared for trauma survivors and/or anyone who provides psychotherapy or support to survivors of childhood trauma.
3. On March 27, 2010, the Diocese offered a full day workshop with the same co-sponsors listed above, titled “Trauma Recovery III: Play Therapy for Traumatized and Bereaved Children”. The presenter was Herminia Shea-Martinez, Ph.D., BCETS. This workshop was offered for anyone providing psychotherapy or support for traumatized or bereaved children.
4. In collaboration with the Office of Youth and Young Adult Ministry, the SE Coordinator held mandatory meetings for all youth ministers and Confirmation coordinators covering Safe Environment/Sexuality Training, fall 2009. Along with a presentation on Catholic teaching on human sexuality, a sample SE training session for teens and a PowerPoint presentation on boundaries and grooming behaviors was offered to the participants along with other resources for training teens.
5. In collaboration with the Ministry to Priests Office, the SE Coordinator held 3 separate SE training sessions for the priests of the Diocese in spring of 2010. Using a PowerPoint presentation developed by the coordinator, the main topic was “Red Flags: How to Recognize Sexual Predator Grooming Behaviors”. The VAC addressed reporting procedures and how to respond to victims.
6. Two separate meetings were held for parish and school Safe Environment Coordinators and Custodians of (fingerprint) Records in April 2010. As an update, the coordinator and VAC presented the workshop on grooming (see above, for priest training).

### **Diocese of Orlando, Florida**

After a non-compliant finding from the USCCB auditor for the period 7/1/2008 to 6/30/2009, the Diocese of Orlando took drastic steps to correct problems. First, in December 2009, all pastors, principals and administrators were given final lists of employees who had not been background

or safe environment cleared and notified of a deadline in which those individuals would have been prohibited from continued employment until the requirements had been completed. They were also provided with the names of volunteers who had not completed one or both levels of clearance and advised they were being placed in an inactive status. Specifically, this meant that they were prohibited from volunteer activities until full clearance had been achieved. In addition, several data bases were merged for more accurate record keeping, and discrepancies were resolved.

Although it was a painful exercise for all, we were issued a finding of compliance by the USCCB in December 2009. The Diocese of Orlando remains vigilant in the strict policy that all employees must complete both levels of clearance prior to beginning work. Also, those individuals who come into contact with children and vulnerable adults may not volunteer until attaining both levels of compliance.

The Diocese of Orlando continues to train its volunteers and employees through online access to a video entitled “Protecting Our Children”. In order to fulfill their Safe Environment training requirement, applicants are required to take an online test, the results of which are transmitted to our Human Resources Office. This year with the help of our Communications Office, new test software was initiated which provided better user identification fields, making it easier to match up test results to applicants.

In June 2009, we contracted with PrideRock, which handles our fingerprinting needs. All employees and volunteers now register online to be background screened and can select from one of six locations to be physically fingerprinted. During the registration process, applicants are provided with a bar code, which also must be presented when accessing the online Safe Environment training. The bar code allows us to link both levels of clearances, which also has helped with record keeping.

We believe that by tightening our requirements, resolving our record keeping issues, and increasing the number of locations available for applicants to be screened, we have furthered our efforts in protecting children and vulnerable adults.

The 2009 Convocation of Priests of the Diocese of Orlando (approximately 150) attended a two-day workshop presented by internationally known speaker, Rev. Ray Carey. Rev. Carey is a professor at Mt. Angel Seminary Graduate School of Theology and has a Master’s degree in Counseling Psychology and a Doctorate in Clinical Psychology. Rev. Cary addressed issues of ethics, fiduciary trust and confidentiality.

On June 2, 2010, the Diocese presented a Colloquium on Priestly Life and Ministry. The presenter, Rev. James Burns, has completed a psychology internship at Yale School of Medicine, was awarded a Ph.D. in Counseling Psychology from Northeastern University’s Bouve College of Health Sciences and completed Postdoctoral Fellowships at McLean Hospital/Harvard Medical School as well as Boston University in the Danielsen Institute’s Center for the Study of Religion and Psychology and the Boston Psychoanalytic Society & Institute. Fr. Burns addressed issues of leadership and anxiety, along with effects of stress and trauma on leadership. Boundaries and compulsive behaviors were also discussed.

## **Diocese of Palm Beach, Florida**

The Chancellor's office took on a project (within this audit year) to consolidate the many individual records of priests who have either spent time in the Diocese of Palm Beach, or about whom we have received information of an important nature over the years. Records were consolidated and a new filing and numbering system was initiated. A database, currently containing 2200 priests from the beginning of the Diocese in 1984 to the present, was begun, in which there is a category for priests about whom we have received a warning or notice of Administrative Leave. This list is consulted each time a priest is presented to us for ministry. These files are kept in a special secure file cabinet.

## **Eparchy of Parma for Byzantines**

Even-though the chaperones of overnight youth events do not have ongoing unsupervised contact with youth, the Eparchy has improved its requirements.

At least 10 days before volunteer chaperones have contact with children at such an event, the responsible person in charge of the event must submit to the Chancery the following information:

1. A list of all volunteer chaperones for the event, indicating those chaperones who comply with SE Requirements and those who do not.
2. For each chaperone who does not comply, furnish the following additional information:
  - a. A completed Background Questionnaire Form.
  - b. A completed Acknowledgement of Receipt and Review Form, which is evidence that the chaperone has received and read the Eparchy of Parma Sexual Abuse Policy and Code of Conduct (Revised 8/08).

## **Eparchy of Passaic for Byzantines**

1. Annual review of all training records and criminal background checks for clergy and volunteers who will be serving children and young people within the parishes and programs of the Byzantine Catholic Eparchy of Passaic. This review is accomplished during the late Summer and early Fall in preparation for commencement of religious education and youth programs.
2. Annual clergy in-service training conducted during 2010 Eparchial Clergy Week Program. This program of in-service training consists of:
  - a. Full review of present eparchial safe environment requirements and operational mandates of program.
  - b. Introduction of new aspects of safe environment program.
  - c. Discussion of ongoing topics related to safe environment.



- d. Q and A regarding safe environment within the eparchy and larger Church.
3. Completion of the eparchial adult education pamphlet, which was printed and disseminated to all parishes and institutions of the Eparchy of Passaic. This particular pamphlet presents in a concise format helpful information regarding the issue of child sexual abuse, how to recognize symptoms and guidelines for reporting possible cases of abuse.

### **Diocese of Paterson, New Jersey**

Since the Diocese was last audited in December 2009, we have taken a number of significant steps to further improve our ability to more effectively and efficiently monitor and manage our Office of Child and Youth Protection and to go beyond mere compliance with the guidelines of the Charter. These initiatives include:

**Establishment of the Position of Chief HR & Compliance Officer:** As noted in our last Audit submission, we have established the position of Chief HR and Compliance Officer to more effectively manage all aspects of Human Resources and Compliance, including the Office of Child and Youth Protection for the Diocese. Effective, January 4, 2010, Dennis Butler, SPHR, joined the Diocese in this capacity. Dennis has extensive experience in establishing, monitoring and controlling effective compliance and abuse awareness programs in private industry and is leveraging that experience to help us make our program and processes more effective and efficient.

**Improvement of our Background Screening Process:** The Diocese of Paterson requires that all personnel working under the Charter have a background check and training. The approved background checks are with an online background screening service (ChoicePoint, now d.b.a., LexisNexis) and/or fingerprint clearance through the State of New Jersey. This online service provides a social security number verification and searches a National Criminal Database and the various Sex Offender databases. This was initially being used as a fast start supplement to the FBI and State fingerprint checks that screen for the types of criminal offenses specifically prohibited by the Charter. After approximately 8 months of using this service, we are finding that it alerts us to offenses that are on the Charter's disqualifier list plus other offenses that should be considered when engaging employees and volunteers to work with children. For example, crimes of "robbery", which typically involve individuals are screened by the FBI and State fingerprint check, while offenses involving "theft", which typically involve financial transactions more than people, may not be screened. We are continuing to use this online screening to ensure compliance with the Charter requirements and will be assessing the need to continue the use of fingerprint checks for certain positions.

**New Database Implemented:** One of the key challenges the Diocese faced in past audits was the ability to effectively monitor the compliance status of our many parishes, schools and other entities. In the first quarter of 2010, we began migrating existing records from the old database to a new Microsoft Access database which was built to specifically address our needs and most of the deficiencies and concerns we had with the old database. We have worked closely with our local Child Protection Coordinators to be sure all data are complete, correct and up to date. We

have implemented changes to our data gathering/input processes that help ensure that we are capturing all important data when individuals begin their service with the Diocese. This has enabled us to develop reports to more effectively monitor, control and report on the compliance status of our various organizations on an ongoing basis.

**Compliance Review Team:** A team of diocesan Permanent Deacons is assigned to the various parishes throughout the Diocese to support and audit the recordkeeping and compliance requirements of our program. This team of dedicated men has worked closely with the local coordinators to examine records, explain what is required, answer their questions and resolve any difficulties they may be encountering.

**Roundtable for “Protecting God’s Children” (PGC) facilitators:** As part of our ongoing efforts to ensure that our PGC training program is the best program possible, we meet with our child protection training facilitators in a roundtable type of gathering to share best practices, identify and address challenges they have or may face in facilitating the program, and to establish a stronger connection with the Office of Youth Protection at the Diocese.

## **Archdiocese of Philadelphia, Pennsylvania**

### **Prayer and Penance**

#### **Therapeutic Services**

In January 2010, the Archdiocese of Philadelphia contracted with the Joseph J. Peters Institute to provide therapeutic services to the priests living a Life of Prayer and Penance. After the initial assessments, therapy groups were established, focusing on safety and education. A safety plan was created for each participant and group sessions are being held to fully discuss and understand child sexual abuse and the effect on victims.

#### **Workshop**

In addition, Father Dominic Maruca, S.J., a theologian from the Archdiocese of Baltimore, offered a spiritual workshop to the priests in the Life of Prayer and Penance Program, from June 28 to July 1, 2010.

### **Victim Assistance**

#### **Support Group**

In March 2010 the Archdiocese of Philadelphia contracted with Network of Victim Assistance/Bucks County to offer a support group for victims of clergy abuse. The group met for 10 sessions and there is a plan to restart the group in the fall of 2010. Announcements regarding the group were placed in parish bulletins, secular newspapers, and the Catholic Standard and Times. Announcements were also posted on our website and forwarded to local county victim assistance organizations.

### **Safe Environment**

#### **Revised Lesson Plans**

During the 2009-2010 academic year, the Office for Catechetical Formation introduced the revised lesson plans for the students who attend the parish religious education program.

The students receive the personal safety lesson during the second semester. These lessons are posted on the Office of Catechetical Formation's webpage. Parents are encouraged to preview the lesson.

#### Online Database for Parishes

The Office for Child and Youth Protection and the Information Technology Services Department developed and piloted an online database for parishes. This system will provide a transition from the current decentralized parish data system to a system that provides both parish database and centralized access to parish data concerning Safe Environment compliance. It is our hope that Safe Environment Online will be used in every parish.

### **Archeparchy of Philadelphia for Ukrainians**

I. In November of 2009, our archieparchial office of sexual abuse prevention and protection has signed an agreement with the Professional Learning Board (Minneapolis, MN) to provide online training for the clergy, seminarians, teachers, catechists and volunteers. The primary benefit is the accessibility to training workshops for many new clergy and lay members at convenient time for them. The website offers a variety of workshops, and we have set a requirement of the type and number of workshops that a person is to take depending on the position and environment, in which he or she will work in. For example, seminarians, deacons, priests and school teachers are mandated to take two workshops, "Recognizing Child Abuse" and "Professional Boundaries and Behaviors". Employees, catechists and volunteers are asked to take "Recognizing Child Abuse" workshop. Materials of the workshops are very comprehensive and up-to-date, and instructions are easy to follow for any age group. To complete a training workshop, a person is asked to take a quiz on the material he or she learnt. If one passes the quiz successfully, a certificate is available to be printed with an option to e-mail a copy to our office.

Access to online workshops will reduce dramatically our need to schedule onsite workshops, and yet improve the quality and accessibility of training.

II. In the month of April, the Archeparchy participated again in the National Abuse Prevention month. Pastors and parish administrators were asked to speak about sexual and physical abuse of children in their parishes and publish materials on the topic (provided by the Office of Sexual Abuse Prevention (USCCB) and selected by our office) in their parish bulletins, newsletters and websites. The archieparchial newspaper "The Way" published two articles in April on the prevention of abuse and safety of children to raise public's awareness about the problem.

### **Diocese of Phoenix, Arizona**

- June 2010 – 24 Minute Safe Environment Training DVD Developed: *Preventing Children From Harming Children*

*Preventing Children From Harming Children* was produced by the Diocese of Phoenix with the assistance of Great Scott Productions. A Participant Guide was also developed that contains

information as it relates to the message in the DVD to assist the facilitators when delivering the module. The content of the video includes:

- A) developmentally appropriate child sexuality
- B) how often and possible reasons that children sexually abuse other children
- C) Red Flags: Infrequent Sexual Behaviors Ages 2-12 / Problematic Play Ages 2-12
- D) Sexting: statistics related to why teens say they do it, how often they engage in this behavior and introduction of AZ Sexting Law
- E) a review of Arizona State mandatory reporting law
- F) resources
- Masses for Healing and Reconciliation:
  - November 21, 2009 - St. Mary parish in Kingman, AZ. Celebrated by Bishop Thomas Olmsted.
  - February 26, 2010 –Queen of Peace parish in Mesa, AZ. Celebrated by Bishop Thomas Olmsted.
- Community Outreach and Networking:
  - Attended round-table meeting sponsored by the Greater Phoenix Child Abuse Prevention Council.
- Revised the Catholic Diocese of Phoenix Policy and Procedures for the Protection of Minors. The revisions included defined timeframes for completion of foundational and renewal training, updated Interactions & Behaviors chart, requirements for outside organizations utilizing our facilities, transportation policy, as well as updated forms. The revised Policy & Procedures were reviewed with Safe Environment Coordinators and Administration at parishes and schools.
- Continued work on development of new Policy & Procedures for the Protection of Vulnerable Adults. This project remains in process.
- Hosted “think tank” sessions to clarify policies for utilizing technology when communicating with minors. Discussion included, but not limited to social networking, email, texting, etc. Team members included Safe Environment diocesan staff, Parish/School Safe Environment Coordinators, parent, local law enforcement, youth ministers, students, teachers, clergy, Office of Child and Youth Protection. This project remains in progress.
- Attended National Safe Environment Leadership Conference hosted by the Archdiocese of New Orleans, March 2010.
- Attended six-week Sex Offender Chaperone Training to gain expertise on the offender cycle. Syllabus included the following: Offense Cycle and Healthy Alternatives, Pre-treatment assessment process, general goals of offender treatment, expectation of offenders during treatment, support person’s role in assisting offender through therapy, empathy and emotional restitution, team approach – probation team, victimology, moving forward, hope for our children.
- Director of OCYP attended Professional Continuing Education Seminars:

Understanding Adolescent Addiction  
Pharmalogical Treatments for Addictive Disorders  
Letters of Clarification  
Managing Complicated Grief After Violent Death  
Safeguarding God's Children  
Trauma Recovery: Review & Consultation  
Licensed Behavioral Health Training Conference  
Association for Play Therapy – 15<sup>th</sup> Annual Conference

- Child Abuse Prevention Month (CAP) – April 12, 2010 Mass at the Diocesan Pastoral Center  
Distribution of CAP educational literature and liturgical materials to all diocesan office staff and to all priests and parish staff.
- Diocese of Phoenix website included a direct link to Child Abuse Prevention Month information on the OCYP website. OCYP website updated to include links to the following:
  - History
    - [History of National Child Abuse Prevention Month](#)
  - Bulletin Announcements
    - [Church Bulletin - B&W](#)
    - [Church Bulletin - Color](#)
    - [USCCB Bulletin Announcements](#)
  - Liturgy Guide
    - [Liturgy Guide-English](#)
    - [Liturgy Guide-Spanish](#)
  - Prayers
    - [Child Abuse Prevention Blessing](#)
    - [A Litany for Healing](#)
    - [Prayer and Challenge](#)
    - [USCCB Prayer Card \(English\)](#)
    - [Victim Blessing](#)
    - [What I Hope Prayer](#)
    - [Letania Para Sanar](#)
    - [USCCB Prayer Card \(Spanish\)](#)
  - Projects/Events
    - [April Resource Flier](#)
    - [Awareness Conference](#)
    - [Be a Blue handout](#)
    - [Be a Blue handout \(color\)](#)
    - [Bilingual Campaign](#)
    - [Bookmark Template](#)
    - [Campaign Fundraising](#)
    - [Celebrate Children](#)
    - [Celebrate Children - 2](#)
    - [Celebrate Children \(color\)](#)
    - [Community Links](#)
    - [Donation Jar Labels](#)

- [Donation Jar Lid](#)
- [Donation Jars](#)
- [Event Planning Worksheet](#)
- [Involving Your Community](#)
- [Label Instructions](#)
- [Organize Celebrate Children Day](#)
- [Poster](#)
- [Regional Child Abuse Preventive Council Activities](#)
- [Sample Community Links Letter](#)
- [Sample Donation Letter](#)
- [Soliciting Donations for Your Campaign](#)
- [Table Tent](#)
- [Table Tent \(color\)](#)
- [Take 25](#)
- [Time for Families](#)
- [Tips for Customizing Bookmark](#)
- [Walk for Child Abuse Prevention](#)
- [Window Clings](#)
- Marketing Materials
  - [Brochure](#)
  - [Involve Local Spokesperson](#)
  - [Sample Talking Points](#)
- Parent Materials
  - [25 Ways to Make Kids Safer](#)
  - [Best Practices for Child ID Kits](#)
  - [Personal Safety On and Offline](#)
  - [25 Ways to Make Kids Safer \(Spanish\)](#)
  - [Personal Safety On and Offline \(Spanish\)](#)
- Articles - English
  - [Bishops](#)
  - [Child Sexual Abuse-An Old Problem Just Discovered](#)
  - [Did You Know...](#)
  - [Education in Sexual Abuse Prevention](#)
  - [End Child Prostitution And Trafficking Memo](#)
  - [Forgiveness-Where Healing Begins](#)
  - [From Safe Environments to Faith Environments](#)
  - [Healing- A Slow Steady Process](#)
  - [How To React to Reports of Sexual Abuse](#)
  - [Knock Knock](#)
  - [Moving from Compliance to Conversion](#)
  - [Pornography](#)
  - [Protecting Children-The Job Goes On](#)
  - [Protecting Youth on the Internet](#)
  - [Safe Environment Programs Promote Awareness, Prevention](#)
  - [Safe Environment Training](#)
  - [The Privilege of Ministry](#)

- [The Problem with Pornography](#)
  - [USCCB Articles](#)
  - [USCCB Brochure](#)
  - [We Need to Talk](#)
  - [What has the Catholic Church Done to Stop Clergy Sexual Abuse?](#)
  - [What is Sexting and What Can I Do About It?](#)
  - [What Parents Need To Know To Keep Children Safe](#)
- Articles - Spanish
  - [Bishops](#)
  - [Child Sexual Abuse-An Old Problem Just Discovered](#)
  - [Forgiveness-Where Healing Begins](#)
  - [Healing- A Slow Steady Process](#)
  - [How To React to Reports of Sexual Abuse](#)
  - [Moving from Compliance to Conversion](#)
  - [Protecting Children-The Job Goes On](#)
  - [Protecting Youth on the Internet](#)
  - [Safe Environment Programs Promote Awareness, Prevention](#)
  - [What Parents Need To Know To Keep Children Safe](#)
- Resource Links
  - [Abuse Prevention Resource Links](#)

## **Eparchy of Phoenix**

### **A PARISH SELF-ASSESSMENT GUIDE - CHARTER FOR THE PROTECTION OF CHILDREN AND YOUNG PEOPLE**

This instrument provided by the USCCB was sent to all of our Byzantine Parishes of the Eparchy of Van Nuys (Phoenix). It assisted in raising levels of awareness and was a wonderful instrument for self-evaluation. The majority of our Byzantine Catholic Parishes responded in this Self-Assessment Guide and evaluations were positive. It was gratifying to observe all of the responses, but especially the quotes from most Parishes such as, "We have had no parents who refuse training" (for their children or themselves in Safe Environment).

### **CLERGY CONFERENCE**

As ongoing formation for the priests, deacons, religious and seminarians of our Eparchy, an updated workshop was presented at the annual Clergy Conference on Safe Environment. Deacon Michael Sullivan, Chairperson for the Review Board and Sr. Jean Marie Cihota, Eparchial Coordinator for Safe Environment made a power point presentation, highlighting additional safeguards in protecting minors. In addition to the materials presented, time was allotted for further dialogue on Safe Environment. It is especially noted that the two main areas of discussion and concern, centered about the topics of Digital Communications and the safety issues specifically in the area of overnight Programs sponsored by both the Eparchy and Parishes. The openness and transparency of the clergy was encouraging and affirming. Most encouraging was a renewed sense of commitment in protecting the youth.

### **REVIEW BOARD MEMBERS**

Because of the present cultural situations impacting the areas of Safe Environment, the Review Members have resolved to meet quarterly as they study and incorporate two major areas into our Policy for the Protection of Children and Youth. In the course of this audit year, they are continuing to work diligently in the revision of the Policy, to include "Guidelines for Digital Communication" and "Guidelines for Maintaining a Safe Environment for Minors during Eparchial/Parish Programs". The recent document on "Social Media Guidelines" recently drafted by the USCCB is being studied and areas of this document will be incorporated into our document "Guidelines for Digital Communication".

### **Byzantine Catholic Archeparchy of Pittsburgh**

Last year, our auditor told us that the mandate to in-service students began with Kindergarten age children. During this audit year, our diocese has in serviced 1,508 preschool students, in addition to those mandated. We utilized the services of our county PCAR groups and/or used age appropriate video or music programs.

Our diocese undertook an extensive self audit, using the information from Chart E as basis for our audit instrument. Monsignor Smith, our nine priest Deans, our Director of Catholic Schools and Mrs. Karen Streett conducted visits at our 94 parish sites which offer programs for children/youth and our 40 diocesan Catholic schools to determine compliance with our Child Protection policy. After the visits, reports were sent to each parish/school with a list of required actions (if any). These reports are on file in our office. Parishes/schools have sent documentation to the diocese regarding completion of these required actions and all of this documentation is likewise on file in our office.

In recognition of April as Child Abuse Prevention Month, our office provided a flyer to our Religious Education programs and Catholic Schools which could be reproduced and sent home for parents. We also posted informative articles, provided by the USCCB's Office for the Protection of Children and Youth, on our website. These resources were advertised on our home page with easy access to the diocesan Child Protection web page.

In the early spring of this year, we re-distributed copies of the bear magnets which include the phone number of our state Child Abuse Reporting Hotline, *Childline*. This agency is the place to which all reported and suspected abuse of children is mandated by our policy. All religious education leaders and school principals received another magnet.

In February, 2010, monthly bulletin announcements were distributed to all religious education leaders for inclusion in parish bulletins. Announcements deal with information about child abuse, child safety tips and contact information. These announcements are also posted on our diocesan website for easy access for parish secretaries. Parishes were also asked to publish information about the diocesan Child Abuse Policy and procedures and the Code of Conduct. Sample announcements were provided by the diocese. During our self audit, copies of these bulletin announcements were documented by the auditors at each parish.



We are also in the process of designing and implementing an on-line version of our adult in-service program.

### **Diocese of Portland, Maine**

1. Attendance at the National Safe Environment Leadership Conference, March 14 – 18, 2010 in New Orleans, La. Marching in Line with our Promise to Protect our Children. Served as a member of the 2010 NSEL Committee
2. An action that began 2 years ago, to train parishes in the use of the Logos, Ministry Dashboard, and VPIN Program continues. We added another 8 clusters which brings our participation up to 89% of all the parishes in the Diocese. The process allows us to train individuals on how to enter their own employees and volunteers information into a database and control it. It provides for more speed, accuracy and efficiency in clearing individuals to perform their ministry with children.
3. We made the financial commitment (\$2.1) to purchase from Virtus, our Protecting God's Children Program, and an updated version of their video presentation. They have added an Internet training component to meet the demand from our Facilitators and parents for coverage on this important topic. All materials are now on CD disc, which allowed us to discontinue the use of the old VHS format for a better visual presentation.
4. In conjunction with the Office of Lifelong Faith Formation, held the first of what will be an annual meeting, with Parish Life Coordinators and Parish Catechetical Leaders, to strengthen our Sexual Abuse Awareness presentation and Safety Program (Think First – Stay Safe).

### **Archdiocese of Portland, Oregon**

1. The Archdiocese of Portland offered update training for Called to Protect Trainers on May 3, 2010. The topic was *Exploring a Pastoral Response to Adults Sexually Abused as Children*. Mr. Jaime Romo was the presenter. Mr. Romo was himself a victim of sexual abuse by a priest. The presentation was valuable in English and Spanish. The presentation was recorded for future training and was shared with the Archdiocese of Los Angeles where Mr. Romo is from.

2. Cathy Shannon attended the following Conferences to continue developing her knowledge on child abuse and prevention:

March 15-18, 2010 – Safe Environment Coordinators Conference in New Orleans

April 27-30, 2010 – Child Abuse Summit in Portland, Oregon

This is a local annual conference for law enforcement, counselors, educators and child care providers and welfare workers that draws speakers and participants internationally.

3. 2009 CARA Report completed and submitted by Rhonda Kwei.

## **Diocese of Providence, Rhode Island**

1. September to December 2009 – 5 Train the Trainer workshops conducted
2. December 2009 – Safe Environment training dates transferred into new database
3. May 2010 – Circle of Grace presentation to all principals, pastors, and religious education directors
4. June 2010 – New power point presentation
5. June 2010 – New safe environment training for adults DVD
6. August 2009 to June 2010 – Audit of entire school system for completion of background checks for all compensated employees and volunteers
7. Present – On going meetings and revisions of the Diocesan Protection Policies and Procedures
8. Creation of a web based computerized database for all BCI's for employees and volunteers

## **Diocese of Rapid City, South Dakota**

1. An alleged victim has been in jail in another state for several years. Bishop Cupich has had correspondence with the parole officer to assist with the alleged victim's release and has provided financial support in order to get him started when he is released back into society. The alleged victim has offered to tell his story about how well he was treated by the bishop.
2. Bishop Cupich took the occasion of the release of the norms recently issued by the Holy See to publicize them in the diocesan newspaper and to share his statements as chair of the CPCYP with the local media.

## **Diocese of Reno, Nevada**

Three times during the audit period, the Diocese of Reno sponsored a radio spot about child abuse and how to report it. The spot was run in two week blocks about the time school began in the fall, during Christmas vacation and during the Spring just before schools closed for the summer.

The Diocese also provided all of the parishes with bulletin announcements about safe environment and child abuse issues for use during the month of April. Many of the parishes did use the bulletin announcements throughout April.

The telephone numbers of the Victims' Assistance Coordinators are always in the Diocesan newspaper on the first page inside.

## **Diocese of Richmond, Virginia**

During the last audit period the Office of Human Resources has begun compliance reviews at the each location in the diocese. As a part of the process, a review of the parish/school safe environment compliance is completed. This entails reviewing the background screening and safe environment records of employees and volunteers working with minors.

Within the last audit period each location now has access to the diocesan master background screening report. This report provides the screening dates for each volunteer, employee and member of the clergy assigned to the location. Additionally, the location has access to the training information through the VIRTUS database.

The Diocese once again recognized Child Abuse prevention month through various means to include bulletin announcements, additions to the General Intercessions at Mass, article in the *Catholic Virginian* and a “Pinwheel Garden” displayed in front of the Pastoral Center.

Additional Safe Environment training “VIRTUS” was provided on the various military installations in the diocese.

All diocesan locations were provided updated training with the diocesan background screening process.

### **Diocese of Rochester, New York**

1. Updated Volunteer Code of Conduct and Creating a Safe Environment (CASE) Training materials. We follow a train the trainers model, all trainers were introduced to new materials in the summer of 2009.
2. Developed Safe and Sacred, on –line training for clerics and employees, tested in June 2010 with pastoral center employees, rolled out to all clerics and employees July 1, 2010. This training is used for initial training of clerics and employees hired after April 1, 2010 and as retraining for those hired before January 1, 2008

### **Diocese of Rockford, Illinois**

1. The Diocese of Rockford’s requirement of criminal background checks on all its foreign priests and candidates for ordination includes background checks from the country of origin, as well as from all countries in which the individual has lived for six months or more, prior to coming to the Diocese. The Diocese of Rockford has used an Immigration attorney to implement this program. In essence, each candidate must obtain a police certificate from each country locale in which he has lived for 6 months or more which discloses all arrests, reasons and dispositions for which there is a record. Note that there is a listing for 44 countries from which police certificates are not available including many Central and South American countries such as Mexico.
2. In the Spring of 2007, the Illinois Legislature passed a law requiring fingerprint criminal background checks and Illinois Sex Offender Management Database checks of all school employees hired after July 1, 2007 who have regular daily contact with children as part of their job duties. Since July 1, 2007, the Diocese of Rockford has required fingerprint background checks and the Sexual Offender Management Database checks of all its school employees.
3. In January 2010, the Diocese of Rockford made a video presentation on How the Catholic Church has responded to the Abuse Scandal, and posted the video on you tube, for easy

access by interested individuals. The link to the you tube video (<http://www.youtube.com/watch?v=qRKJXJkfwkM>) is found on the home page of the Diocese of Rockford web site.

### **Diocese of Sacramento, California**

- The Safe Environment office took over the tracking and implementation of the school's department fingerprinting. In the past, the school's department handled this task themselves. All data was transferred from a paper system onto a computer database and a system of monthly reports was developed to communicate with the schools.
- Implemented a new policy to fingerprint all credentialed teachers under our school ORI number. In the past the fingerprinting completed at the time of credentialing was accepted.
- Taught a "Getting Started" class through the Department of Evangelization and Catechesis. This class was for parish Directors of Religious Education.
- Served on the committee to developed the Diocesan Social Networking Policy.
- Presented a safe environment procedures training at the annual new principals meeting.
- Attended the Spring Cluster Meetings throughout the Diocese.
- Both Mary Hastings and Cathi Fisher participated in a number of on-air radio interviews with the Catholic radio station in the Diocese.
- Coordinated a VITUS training program for catechists at Catechists Ministry Day.
- Developed and distributed a Parent Fact Sheet to educate parents on ways to help keep their children safe while using technology.
- Coordinated our first ever Safe Environment Contacts training meeting offered in two locations. This meeting brought together SE Contacts from schools and parishes for an advanced training on fingerprinting and safe environment programs and policies.
- Developed a comprehensive packet of information and activities for Child Abuse Prevention Month. This included articles in the Catholic Herald newspaper, bulletin announcements, parent education fact sheets and Catholic radio interviews.

### **Diocese of Saginaw, Michigan**

April is Child Abuse Prevention Month. In the Diocese of Saginaw Newsletter for April, 2010, information was included for all readers including priests, pastoral administrators, deacons, seminarians, parents, parish personnel and volunteers, school personnel and volunteers, religious educators, youth ministers, and more - on how to protect our children and youth. Additional

resources were provided for parish religious education programs, Catholic schools, and youth ministry programs.

### **Diocese of Salt Lake City, Utah**

In May 2010, the translation of the core elements of the Children's Safe Environment Training, *Right Relationships*, into Spanish was completed and posted to the diocesan website.

### **Diocese of San Angelo, Texas**

1. Victims/survivors are encouraged to come forward through periodic announcements in the Diocesan Newspaper, *The West Texas Angelus*, as well as periodic announcements in parish bulletins. The diocese has also supplied each parish with an acrylic display stand to be displayed at the back of each church. This display features a poster and brochures encouraging victims to come forward.
2. Contact information for the Victim Assistance Coordinator is published on the Diocesan Web Page, the *West Texas Angelus*, and on the displays and brochures in the back of the churches.
3. During the Spring 2010 the Bishop directed that an internal audit of selected parishes to ensure continued of compliance with the USCCB Charter for the Protection of Children and Young People be conducted by the Diocesan Safe Environment Director in randomly selected parishes. This is an on-going continuation of an internal audit process that was begun in Fall 2007. During this audit 25 parishes were selected and audited to insure compliance with Background Checks; Ethics Workshop Attendance; Safe Environment Training requirements for Parents, Children, and Youth; and display of Code of Conduct and Victim Assistance Materials. These 25 parishes included one parish from the 2009 audit in which compliance concerns had surfaced. While not all parishes were originally found to be in compliance, measures were taken to correct deficiencies in those parishes and bring them into compliance with the requirements of the Charter.
4. Refresher training on the *Diocesan Policy on Ethics and Integrity in Ministry* was conducted for all of our international priests to help insure that they fully understand the policy and the forms of acceptable and unacceptable behavior in our culture.

### **Archdiocese of San Antonio, Texas**

The Office of Victim Assistance & Safe Environment conducted several trainings at non archdiocesan organizations per their request. This included:

- The Headstart Program in Boerne, TX: Trained their daycare staff on abuse prevention.
- Ft. Sam Houston Army Base: Trained military personnel on issues concerning male victimization and sex offenders.
- Poteet High School: Trained high school students on date rape.

The Office of Victim Assistance & Safe Environment has its own television program on CTSA. The program discusses child and youth safety within the community and it highlights community agencies that also work on child and youth safety.

The Office of Victim Assistance & Safe Environment puts out a quarterly newsletter that discusses safety issues and areas of concern regarding child abuse. This newsletter is available on the internet and is mailed to all parishes within the archdiocese.

## **Diocese of San Bernardino, California**

### **1. Training for the California Child Abuse and Neglect Reporting Law.**

Required for:

- All Clergy
- All Diocesan Employees – Diocesan Safe Environment Policy
- All Catechists – Department of Education, Office of Catechetical Ministries Policy

Recommended for:

- Any volunteer who may work with minors
- Parents and/or Guardians

A person may fulfill this requirement by attending a workshop or completing the online training course. The training is available in English or Spanish at [www.sbdiocese.org](http://www.sbdiocese.org)

### **2. Our of Harm's Way / Fuera Del Peligro**

Optional, recommended training for parent and/or guardians

This workshop is offered in English and Spanish. The material covers parenting skills for ages pre-school to high school. The training goes through vignettes and encourages participants to work in small group to discuss ways to implement the skills presented. A workbook with additional vignettes goes home with the participants. Participants are encouraged to continue the discussion and have open conversations with their children concerning good behaviors to keep them (the children) safe in various situations.

### **3. Train the Trainer Workshops for:**

- Diocesan Policy for the Protection of Children and Young People and Code of Pastoral Conduct
- California Child Abuse and Neglect Reporting Law

These workshops are offered at least once during each audit period. This audit period, two sessions were held: one in August 2009 and the second in March, 2010. They are offered so that each parish and/or school will have presenters at the parish/school level for the Diocesan Policy required trainings. They are offered in both English and Spanish.

#### **4. Restoring-Me Workshop**

This bilingual program is offered ten times throughout the calendar year. It provides a safe and confidential setting where adult victims and/or survivors of abuse can share their experiences, look for solutions, and, if needed, get referrals to continue their healing process.

A group of trained facilitators works with personnel from the Diocesan Office of Child and Youth Protection to provide sessions. This past audit period Restoring-Me moved from one site in the immediate San Bernardino area, to three sites:

- the Low Desert Vicariate
- the Hemet Vicariate
- the West End / San Bernardino Vicariates.

These additional sites has allowed more participants to take part in the program activities. Many of the people attend more than one session. Pastors have told us that this program has made a difference in the lives of several of their parishioners.

#### **5. Annual Mass for Victims of Abuse and Violence**

Each year on the last Sunday of April one of our Bishops celebrate a liturgy for all victims of abuse and/or violence. All victims of clergy are invited to participate. Most choose not to attend. Some of the participants from the Restoring-Me retreat program attend this liturgy. The liturgy rotates from parish to parish. The host parish provides a reception after the liturgy and those who attend have the opportunity to visit with the Bishop who presided at the liturgy. The Diocesan office of Child and Youth Protection and the Office of Restorative Justice collaborate in this venture. Usually a representative from the Victim's Assistance Program of the District Attorney's office has material available for anyone interested.

#### **6. C.A.S.E. – Coalition Against Sexual Exploitation**

The Diocesan Office of Child and Youth Protection is in collaboration with C.A.S.E., a coalition of Faith based organizations and San Bernardino County offices who offer direct services to youth. The focus is to help teens involved in prostitution. The coalition began in March 2009.

#### **7. Children's Network for San Bernardino County**

The Children's Network for San Bernardino County is the organization the provides materials and workshops in the county to prevent child abuse. The Diocesan Office of Child and Youth Protection have begun to work with this organization to provide materials for our parishes and schools.

### **Archdiocese of San Francisco, California**

- Initiated an art contest designed to allow children in different age ranges to demonstrate what they have learned about keeping themselves safe.
- Used a four-page color advertisement in *Catholic San Francisco*, the Archdiocesan newspaper to describe the Safe Environment program of the Archdiocese and to print the results of our newly initiated annual art contest for children and young people. This

advertisement was used to enfold the newspaper as a front and last page. The paper is sent to 90,000 house-holds. A copy can be provided.

- Continued to work with Law Room on the development of a seamless, integrated system to manage Live Scan and Background Checking requests and results, and to provide on-line training. The objective is to manage all those results on a single website. The proposed system will enable parishes and schools to manage their own data or to continue to have the Archdiocese manage it for them, but the data will reside in a common repository allowing quick, accurate reporting to the Archbishop and to the USCCB. We expect migration of our data to this new system prior to the 08/10 audit.
- Conducted a Diocese-wide meeting of other agencies (those of other religious denominations and secular agencies) who address the problem of Child Abuse. While the organization took place during the audit year, the first meeting was held August 12, 2009. Seven other agencies participated and on-going communications networks were established.
- Distributed six (“Youth Education” programs, “Adult Compliance”, and “Reporting Abuse”) plus one for each of the three programs used in educating young people to every parish and school.
- One staff member attended the Safe Environment Coordinators annual meeting in New Orleans.

### **Diocese of San Jose, California**

The Office for the Protection of Children and Vulnerable Adults continues its’ mission of education, prevention, advocacy and ministry regarding the issues of abuse. The Office continues to update workshop information and covers required topics of abuse and child abuse as well as elder abuse, Internet safety including Bullying and Cyber Bullying for parents, teachers, and children, and parent and communication skill workshops. In addition, the Office is involved in County endeavors. The Director of the Office for the Protection of Children and Vulnerable Adults participates as an active member for the following groups: Santa Clara County’s Elder Abuse Interfaith Advisory Board, Santa Clara County’s Suicide Prevention Task Force, and the City of San Jose’s Gang Task Force.

Ms. Katy Meister coordinates the Safe Environment Program (Virtus) for the Diocese of San Jose. Ms. Meister, who is Virtus trained, is a consultant for the Office for the Protection of Children and Vulnerable Adults. She has been successful in reaching out to our youth and parents in parish religious education programs and Catholic schools. Being a parent herself, Ms. Meister effectively uses anecdotes in sharing the message of being safe. Ms. Meister and Deacon Nojadera will be presenting “WWJD-Living Gospel Values in a World of Digital Technology and Social Media” at the upcoming November regional Faith Formation Conference. In addition to Spanish, Vietnamese and Polish, the Virtus program has also been translated in Korean.



In collaboration with the California Catholic Conference, the Diocese of San Jose continues to maintain relationships with her neighboring dioceses. This relationship has proved beneficial in assisting with investigations (i.e. Diocese of Fresno), in planning gatherings for survivors (Archdiocese of San Francisco hosting the Fall Gathering for Victim/Survivors of Abuse), and in facilitating educational and spiritual gatherings of colleague Victim Assistance Coordinators and Safe Environment Coordinators.

As shared in last year's Additional Actions, the Diocese of San Jose continues to ramp up the ParishSoft automation instrument. Parishes have installed the software and training has been provided to parish administrators. To date, the process of uploading data in to the ParishSoft program continues. Specific to Safe Environment, ParishSoft will be in full use and implementation as a documentation and recording instrument by the end of the calendar year 2010.

The Diocese of San Jose has also implemented the use of EthicsPoint as a reporting instrument primarily for fiduciary misconduct. Incidents of sexual misconduct; however, may be reported using EthicsPoint as well. This tool is available on the diocesan website.

### **Archdiocese of Santa Fe, New Mexico**

The Archdiocese of Santa Fe requires that the Children and Youth safe environment classes be taught every year, in every grade level. I have met with Catechetical Leaders from many parishes throughout the Diocese to keep them updated with the resources available to them to teach the classes, and to keep them aware of how important the classes are taught every year in every grade level. (names and contact numbers can be provided upon request)

Compiled child safety information to be used as a hand out and given to parents if their child did not attend the class. The information is from Kindergarten – 6<sup>th</sup> grade and from 7<sup>th</sup> – 12<sup>th</sup> grade in two separate hand outs.

There were a total of 53 Abuse Awareness Trainings for Adults in this last audit period. 12 of the 53 were presented in Spanish only, and 5 of the 53 were presented in English and Spanish. The presentations were conducted throughout the Archdiocese of Santa Fe so make it more convenient for the rural communities to attend.

### **Diocese of Santa Rosa, California**

- The Director for Child and Youth Protection (VAC and SEC) worked with the other dioceses of California to organize the National Conference for VAC held in San Francisco in August 2009.
- She also attended the National Safe Environment Leadership conference in New Orleans in March 2010.
- Designed and developed individual cards to be handed out at the trainings in fall 2010. These cards are intended to be kept in a wallet and give basic mandated reporting

information and phone number for the local police/sheriff office and CPS office. They are individualized by county (6 different counties) and are available in Spanish and English.

- Worked with the diocesan Review Board to develop and approve RB policies and procedures manual.
- Rolled out a new online teen program on a trial basis, to be fully implemented in fall 2010.
- The DCYP provides in person training every other year for those individuals who would rather not use an online program. In anticipation of the fall re-training period, began research in child pornography and internet safety, for possible inclusion in trainings.
- An initial policy was put into place on social networking sites. A review was begun and is ongoing of best practices for possible modification of the existing policy.

### **Diocese of Savannah, Georgia**

1. Implemented a third safe environment program for children of the diocese. *Touching Safety*, offered in connection with parish religious education classes, provides an additional resource to the *Child Lures* program (offered in diocesan schools) and *Good Touch Bad Touch* (offered in the public schools). *Touching Safety* is intended primarily for those diocesan children who either attend private school or are home schooled. Responses from parishes in this initial year have been favorable.

2. Engaged the services of Robert H. Farley, internationally recognized law enforcement consultant, to address the annual diocesan Teachers' Education Institute. The requested topic, *Cyber-Bullying*, for which a special presentation was prepared by Mr. Farley, was so well received that Mr. Farley is now making this same presentation at numerous other venues.

3. Continuing Education:

a. Diocesan Safe Environment Coordinator attended the National Safe Environment Leadership Conference.

b. Diocesan Safe Environment Coordinator attended a seminar on *Stewards of Children* sponsored by the Georgia Center for Non-Profits.

c. The Office for the Protection of Children & Young People published an information announcement focusing on child safety/safe environments to be shared between parent and child in every issue of the monthly diocesan Pastoral Bulletin.

d. Upgraded the diocesan website of the Office for the Protection of Children & Young People to make it more informative.

e. Published a feature article in the diocesan newspaper, *The Southern Cross*, on the diocesan safe environment program in general, and the VIRTUS' *Protecting God's Children* awareness training in particular.

## **Archdiocese of Seattle, Washington**

### **Safe Environment Legislative Efforts – ongoing**

*During the 2010 legislative session, the Archdiocese of Seattle continued to lead efforts on two pieces of legislation.*

- Child abuse prevention education in the public schools – This legislation focused on expanding the prevention education provided to public school children. By standardizing statewide requirements, identifying federal funding and creating a system of reporting and accountability between the school districts and the Office of the Superintendent of Public Instruction, children in the public schools across the state would receive a more comprehensive abuse prevention education.
- Accessibility to criminal history screening results – This legislation addressed background check screening limitations. It attempted to expand the reach of the criminal history report for an applicant with access to minors or vulnerable adults

### **King County Elder Abuse Council – ongoing**

- The Safe Environment Program Coordinator acts a representative of religious organizations on the council that works toward “the recognition, treatment, prevention, investigation and prosecution of abuse, neglect and exploitation of elder and vulnerable adults”.

### **Safe Environment Hispanic Ministry – ongoing**

- Safe Environment Program Coordinator spoke at Hispanic Ministry Leadership Gathering for all Hispanic Ministry Coordinators in Archdiocese of Seattle.
- Safe Environment Program Coordinator taught 2-day Train-the-trainer certification classes in Spanish.
- Continued translation of all forms and literature.

### **Curriculum Development– ongoing**

- Continued to research and develop curriculums for growing Safe Environment Program.
- Working with creator/developer of online follow-up training to create training accessible to visually impaired and the Vietnamese & Korean Communities.
- In process of translating foundation abuse prevention class into Korean.

### **Washington State’s Sixth Annual Vulnerable Adult Abuse Conference – October 2009**

- “Abuse of Trust: Investigating and Prosecuting Crimes Against Vulnerable Adults and Elders”.
- Safe Environment Program Coordinator attended conference in order to integrate additional material about Vulnerable Adult Abuse into Safe Environment trainings.

### **Trainer Appreciation Luncheons – October/November 2009**

- Appreciation lunches held regionally throughout Archdiocese of Seattle to express gratitude for continued service facilitating *Called to Protect* classes and supporting Archbishop Brunett’s mission and child abuse prevention efforts.

### **Sponsored KCSARC Interfaith Symposium – January 2010**

- “Know That You Are Not Alone” Ministering to the Victims and Offenders in Your Faith Communities.
- Co-hosted by King County Sexual Assault Resource Center.

### **Safe Environment Program Coordinator’s Handbook – February 2010**

- Published and distributed comprehensive Safe Environment handbook to each archdiocesan parish, school and agency.
- Notebook includes:
  - Letter from Archbishop Brunett
  - Overview of Safe Environment Program
  - Background Checks
  - Safe Environment Abuse Prevention Policies and Code of Conduct
  - Training for Adults
  - Training for Children
  - SETA Net Database User’s Manual
  - Forms
  - Resources & Articles

### **Child Abuse Prevention Month – April 2010**

- Resources and Materials sent to parishes, schools and programs of Archdiocese of Seattle.

## **Diocese of Shreveport, Louisiana**

- Our goal is to train all employees of the diocese in safe environment. Even though there are a couple of people who are not trained as of date, usually due to being new employees, has been successful and now is the norm and is expected in all parishes.
- Through the Chancellor’s office a Parish Quick Guide of topics has been produced and distributed to help parishes with many issues including a guide on safe environment. This is a synopsis of our sex abuse policies as well as what is expected of those individuals who work, or volunteer in parishes.

## **Diocese of Sioux City, Iowa**

On April 10, 2010, the Diocese of Sioux City, in conjunction with Mercy Child Advocacy Center of Sioux City, sponsored a day-long conference entitled: “Protecting Families.” Those invited were parents, teachers and school administrators, and anyone else who works with children and/or youth. The presenter was Kenneth Lanning, formerly a special agent with the FBI and now a consultant in the area of crimes against children. Topics covered included three separate sessions on “Compliant Child Victims & Acquaintance Child Molesters.” Objectives of the conference included:

- Recognition of inconsistencies in the way the criminal justice system deals with children as victims and offenders.

- Identification of some intervention problems created by a failure to recognize the reality of children as human beings with needs, wants, and desires, whose environment can readily be manipulated by potential molesters.
- Consideration of possible changes in intervention attitudes and procedures for dealing with child victims.
- Recognition of characteristics and intervention strategies of “nice guy” offenders.
- Explanation of interview techniques for use with non-disclosing, older child victims.

The conference was well attended with approximately 250 adults present from 8:00-5:00.

### **Diocese Sioux Falls, South Dakota**

1. Extensive training across the diocese to implement the SEP Manager Program: This is a continuation of a program noted in last year’s additional actions. In the current audit year we moved from a test mode into seeking to implement this program across the diocese. As described last year, we heard complaints from parishes that the safe environment program is administratively burdensome. So the Safe Environment Office explored the ParishSOFT Safe Environment Program (SEP) Manager software. The SEP Manager allows locations to track the individual requirements for each of their adult employees and volunteers using an on-line software program. Once the information has been entered into the system, other authorized users have access to the information as needed. During the 2008-2009 year, the Chancery Office plus several diocesan youth ministry programs tested the program to track the volunteers and employees in their respective areas. Since the test groups noticed clear advantages in using the program, this year (2009-2010) we worked to extend it across the diocese and did extensive training to get locations set up properly. Results have been most favorable.

2. We also participated in program to send safe environment training materials (Circle of Grace) to an orphanage in Kenya, Africa. This effort was organized by the Archdiocese of Omaha which produced the Circle of Grace program. Our diocese produced curriculum and resources for the individual grades, and we also purchased some school supplies to send along.

### **Diocese of Spokane, Washington**

No new activities have been added but we continue to:

Focus on Safe Environment Training annually for all children not just one time.

Provide contact/support via phone, visits, e-mail and notes to both victims and family members as appropriate.

Work with our local treatment agency and post information on groups and treatment opportunities for victims of abuse. Because most of our victims names are confidential (lawsuits) we cannot contact them directly unless they have been in contact with us so this limits our opportunities to reach out to them.

Pay for counseling for victims who come forward or have in the past.

Meet with any victim or family member and Bishop is always willing to meet with victims and families at their request also.

### **Diocese of St. Cloud, Minnesota**

1. After receiving a credible allegation from a person against a priest, eight (8) Listening Sessions were held in the parishes where the priest had been assigned as pastor. The Listening Sessions were held in June and July 2010.

There were a number of individuals who attended the sessions who expressed appreciation of the open and transparent process of engaging in listening sessions as allegations are made.

The person bringing the allegation said they appreciated the efforts that had transpired, especially since nothing was done when they first brought this to the attention of a priest in the 1990s. The VAC again offered her support for her continued healing, but the victim indicated they didn't want anything. The VAC informed the victim they could contact the Chancery, an advocate or The VAC at any time in the future.

2. Continuing efforts to develop more effective training materials. Linda Kaiser, the Safe Environment Training Coordinator, has developed and filmed a video that, it is hoped, will be used for training purposes for the training to be conducted in the fall of 2010.
3. A Sub-Committee of the Diocesan Review Board is in the process of developing a definitive protocol for responding to and providing support for staff at parishes where a pastor is removed due to an allegation.

### **Archdiocese of St. Louis, Missouri**

#### **Protocol for International Priests**

In response to concerns shared by (arch) dioceses around the country with the continued influx of international priests, Archbishop Robert Carlson directed the Vicar for Priests to develop a Protocol for International Priests. The goals are twofold – to ensure the fitness and suitability of these priests to minister in the archdiocese, and to also ensure that the experience of these priests, while in this archdiocese, is one that will benefit all concerned.

The protocol, which now needs to be accepted by the Priest Council and Archbishop Carlson, includes the following topics and forms:

Qualifications,  
Pre-acceptance practices,  
Post-acceptance practices,  
Acculturation,  
Preparation of the parish community,  
Application form,  
Evaluation,  
Questionnaire for the international priests,

Questionnaire for the Pastor and people working with the international Priest.

### **Confidentiality Agreement**

Although all parish child safety coordinators are screened and instructed as to the importance of confidentiality in the course of their job, the Archdiocese took the extra step of formalizing that instruction in a “Confidentiality Agreement,” that all child safety coordinators are now asked to sign. The agreement addresses confidentiality in terms of information learned, care and use of documents, and best Internet practices.

The agreements were well-received as they underscored the professionalism and significance of the work done by the child safety coordinators.

### **Protecting God’s Children Facilitator Reunion Meetings**

In January, 2010, we held two workshops for the volunteer facilitators we had trained over the past three years. The workshops provided an opportunity for the facilitators to share their successful presentations strategies and their presentation challenges. They also provided us an opportunity to introduce the new VIRTUS Protecting God’s Children DVD which had been released in December, 2009.

More than a third of our facilitators attended the workshops and expressed their appreciation that we held them. For our part we gathered valuable feedback as to ways we can better prepare new facilitators in the future.

### **Internet Safety Programs at Schools in the Archdiocese**

A number of our elementary and secondary schools, one as recently as two weeks ago, have invited Lt. Joe Laramie, Director of Missouri’s Internet Crimes Against Children Task Force, to present his program on Internet safety. Laramie educates both students and their parents in separate sessions, and stresses to parents how important it is to keep the lines of communication open between them and their children, and to educate, not lecture, about Internet safety.

### **Successful FBI Audit**

In 2009 the Safe Environment Office began finger printing employees and volunteers who have ongoing contact with minors and who have lived outside the state of Missouri within the past five years. The finger prints are read by the FBI, which mandates an audit of entities using its services. In March, 2010, two representatives from the Missouri Highway Patrol audited the Safe Environment Program Office to determine if its finger print practices and procedures were in keeping with FBI restrictions. The Office was found to be in accord with FBI requirements, and not in need of another audit until 2013.

### **Mandated Child Safety Coordinator Meetings**

Although the Safe Environment Program office staff visits every parish at least once a year, both to audit and provide assistance as needed, and staff members are always available for consults, the decision was made in the summer of 2009 to have mandated workshops for parish child safety coordinators. The goals of the workshops were to prepare for the anticipated 2010 onsite audit, to address common issues which arise, to give child safety coordinators a forum to discuss with their colleagues the challenges they face, and to offer hands-on instruction, complete with

user-friendly handouts to address common technology issues. The workshops were also when the above-described confidentiality agreements were distributed and discussed.

Although there were some coordinators who were initially resistant to the meetings, attendance was very strong, and the feedback extremely favorable. This is something that should be done at least every two years.

### **Streamlined Background Check Process Implemented**

In the spring of 2010, the Safe Environment Program director initiated conversation with the Missouri State Highway Patrol, seeking permission for its schools/agencies/parishes to request state background checks on line. This was an option already available to public institutions. Over the summer, with the intervention of the Missouri Catholic Conference attorney, the request was approved, and the change proved to be immediately positive. Our requesting entities can now receive background checks in a manner of seconds.

## **Eparchy of St. Nicholas in Chicago for Ukrainian Catholics**

1. **A presentation about Child Protection at the annual Eparchial clergy retreat.** A 30-minute presentation was conducted during the annual clergy retreat to address the following topics: a) compliance status of St. Nicholas Eparchy and its parishes; b) screening and background checks of new employees/volunteers; c) training of children (Child Lures). In attendance were more than 40 priests and deacons, who asked specific questions and took part in a large group discussion.
2. **An educational initiative (a project of article distribution to parishes).** Most recent articles about the global issue of sexual abuse and exploitation of children and vulnerable adults, which feature personal stories, important statistics, preventive strategies, new policies and responses from different governments and Churches, are collected from different Internet sources, printed out and distributed in binders through the priests and deacons, with the intention of being available to interested parishioners and youth leaders in every parish office. This initiative's objective is to raise awareness and educate as many people as possible about the global issue of sexual abuse.
3. **Publications in the Eparchial newspaper "NEW STAR."** Frequent articles or press releases from the Office of Child and Youth Protection at USCCB are printed in the Eparchial newspaper "NEW STAR" in order to inform all faithful of the Eparchy about the Church's initiatives to battle sexual abuse and other issues. Some important policy articles are translated into the Ukrainian language.

## **Archdiocese of St. Paul and Minneapolis, Minnesota**

### **PARENT GUIDES**

Archdiocese sends the publication *VIRTUS: Protecting God's Children: A Guide for Parents, Guardians and Other Caring Adults* to all families new to Catholic schools and parish faith formation programs within the Archdiocese. The Archdiocese has been doing this since 2005-2006 when the *Guide* was sent to all parents and guardians of children in Catholic schools and



parish faith formation programs within the Archdiocese. To date, we have distributed roughly 67,000 of these guides. Parents have shared their appreciation for receiving this helpful guide.

### SAFE ENVIRONMENT CURRICULUM ALIGNMENTS

On November 20, 2008, the Most Reverend John C. Nienstedt, Archbishop of Saint Paul and Minneapolis, and his Presbyteral Council approved the *Safe Environment Curriculum Alignments with Roman Catholic Theological & Catechetical Guidelines*. In moving forward from compliance to commitment, the alignments are instrumental in helping our leaders, teachers and catechists understand how to integrate the safety messages into their religious education instruction.

Included in the Introduction of the alignments document is a revised version of “Principles for Child Protection Catechesis” that we are strongly suggesting parish and school staffs, and their parents and volunteers use in prayer and in training sessions as part of their personal conversion process.

Each of the curriculum choices at every level of understanding now has been aligned directly to: *Archdiocesan Religion Standards* and their benchmarks (2005); *Catechism of the Catholic Church* (1994/1997); and *Doctrinal Elements of a Curriculum Framework for the Development of Catechetical Materials for Young People of High School Age* (USCCB, 2008).

References are also made to: *National Directory for Catechesis* (USCCB, 2005); *Charter for the Protection of Children and Young People* (2006); and *Catechetical Formation in Chaste Living: Guidelines for Curriculum Design and Publication* (USCCB, 2008).

### COLLABORATION WITH COMMUNITY ORGANIZATIONS

Curriculum and Leadership Liaison staff person is in regular contact with:

- Commander Neil Nelson, Saint Paul Police Department, Minnesota ICAC Task Force
- Karina Berzins, Minnesota Department of Public Safety, ICAC, Training and Education Coordinator
- Laurie Nathan, Lead Outreach Coordinator and Michelle Menillo, Educational Writer for NetSmartz Workshop, National Center for Missing & Exploited Children

Curriculum and Leadership Liaison staff person is a member of the National Council for the NetSmartz Workshop

PCYI office provides VIRTUS training for the Maronite parishes located within the geographic boundaries of the Archdiocese.

The Archbishop’s delegate for Safe Environment and the archdiocesan Director of Advocacy work with other members of the Minnesota Council of Churches and the Minnesota Religious Council toward the goal of ending sexual misconduct in the religious community.

### ECUMENICAL COOPERATION

Since 2006, several parishes within the Archdiocese have offered VIRTUS training to members of Lutheran, Methodist and other congregations which participate in joint Vacation Bible School and other youth programs with Catholic parishes.

### EMPLOYEE SCREENING AND TRAINING

Criminal background checks and Safe Environment training are required for all diocesan, parish and Catholic school employees regardless of whether they have regular or unsupervised contact with minors

### PCYI Training Session

Representatives from parishes and schools which faced challenges in meeting *Charter* requirements during the 2009-2010 audit year are required to attend a training session in September 2010. This session will provide information about children's curriculum, adult safe environment training, background checks, audit reporting procedures and other topics.

## **Diocese of St. Petersburg, Florida**

Even though the Charter for the Protection of Children and Young People does not address recertification of safe environment training or re-screening of criminal history records of individuals who have unsupervised contact with children and youth, the Diocese of St. Petersburg has instituted a retraining and rescreening requirement every five years. The diocese contracted a training vendor to provide online safe environment retraining and instructed our current background-screening vendor to re-screen all submissions older than 5 years.

Our employees, volunteers, parents, educators, priests, and deacons are extremely satisfied with the automation that has taken place in our retraining and background rescreening delivery systems. They tell us that the online retraining system module is very convenient because our users can complete their coursework at home, at work, or anywhere they can obtain Internet access. Their feedback tells us that the online safe environment curriculum is effective, easy to follow, and cost effective.

We also received highly favorable comments regarding our re-screening process. No longer must individuals travel to a site for re-fingerprinting costing them the inconvenience of lost time at work, gas, etc. After 5 years, our background screening system automatically sends out an email asking the individual if he or she still wishes unsupervised access to children and youth. If the answer is yes, the system automatically pulls their prints from the archives and runs them again. This system saves everyone time, money, and aggravation.

## **Diocese of St. Thomas, Virgin Islands**

Posters and Flyers pertaining to Child Protection were distributed to all Catholic Churches, Schools and Agencies, in the US Virgin Islands. They were placed in strategic places for all to see. The people appreciated the information.

Virtus Trainings were held throughout the Diocese during the period under review. People were trained and were grateful for the information and the knowledge they gained. They became aware of child protection enlightened by the information.

Bishop Bevard is reviewing the “Code of Conduct and Procedures Concerning the Protection of Minors” with the Vicar General.

### **Eparchy of St. Thomas of Detroit for Chaldeans**

Our diocese continues to provide what is required by the charter in the same manner as in previous years. We continue to have the Office of Safety Environment at the diocese. We obtain criminal background checks on clergy, staff, and volunteers who come into contact with children. We provide the” Virtus” training for adults, and “Child Safety” for the children enrolled in our parish programs. We insure that our priests receive the Code of Conduct for clergy. Also staff and volunteers are provided with their Code of Conduct. The bishop puts out a yearly message in parish bulletins indicating the diocese’s commitment to provide outreach for victims, and commitment to create safety environment for children while enrolled in our programs. Parents of the catechism programs are invited to attend the PGC workshops, and are provided with educational material in the form of brochures “Keeping Kids Safe” that are sent home with the children.

Our diocese adheres to the regular guidelines of the charter, and has not provided any additional programs toward the advancement of the implementation.

### **Eparchy of St. Thomas the Apostle of Chicago for Syro-Malabars**

The Diocese has been taking a lot of effort in making the clergy, the CCD teachers, the parents and the students who belong to this eparchy aware of the Safe Environment regulations created to protect the young entrusted to its care. At all meetings of the clergy as well as of the people, classes on regulations for Safe Environment are given. Also the staffs in charge of the Safe Environment programs at the diocesan level meets with the staff of the parishes regularly and hold classes on Safe Environment for the students, parents and teachers of these parishes/missions.

It can be reported that the various steps that were taken to implement the regulations of the Safe Environment are working properly.

### **Diocese of Steubenville, Ohio**

- A revised **Decree on Child Protection** was written and promulgated this past audit period. The Decree became effective October 2, 2009. This revision required two years of extensive work by our diocesan Review Board who met regularly to critique the former Decree and to revise the present Decree. The presentation of this Decree was done at four locations throughout the Diocese of Steubenville at which every person involved with children and young people was mandated to attend.

- The **Safe Environment Program** for the Diocese of Steubenville was revised and promulgated during this past audit year. Once again, this took two years of work and a committee of professionals who work with children and young people. Since some components of the first **Safe Environment Program** for the diocese were not available (published) at that time, some new components were included in the revised edition, including internet safety and bullying. In order to promulgate this program four workshops were held throughout the diocese in conjunction with the **Decree on Child Protection**, at which every person involved with children and young people was mandated to attend.
- A DVD on the **Decree on Child Protection** was written, produced and recorded covering the **Decree on Child Protection**. This DVD was given to all parishes and schools in the diocese using a technologically updated format.

### **Diocese of Stockton, California**

During this audit period the diocesan School for Ministry was accredited for another seven years by the USCCB. Inserted into the curricula are references to the requirements of the Charter of Dallas, 2001 and the statutes of the Diocese of Stockton. The Ministry Formation Program provides the theological foundation for those in or preparing for ministry within the Church, including Master Catechists and Deacon Candidates. This program consists of 2 courses: the Basic Theology for Ministry Course and the Advanced Theology for Ministry Course. The basic is a one-year course and the advanced is a two-year course. One session in the Basic Theology Course is dedicated to recognizing and reporting abuse as directed by the diocesan statutes and the USCCB –CCA.

With the further development of electronic diocesan communication, the E-Newsletter of April, 2010, focused on Safe Environment highlighting the diocesan policies and processes in place to assure that all adults whether paid or volunteer who work with children have fingerprints on file and backgrounds checked. Additionally, these adults complete an on-line training program particularized for the Diocese of Stockton by The Law Room.

### **Diocese of Superior, Wisconsin**

The Diocese of Superior accepts its responsibility for the safety of its children very seriously. There have been several changes that seek to strengthen its response to the Bishops' Charter.

- Personnel allocations are being increased from .5 FTE administration and .5 FTE support staff to .75 FTE for each.
- Background checks have been strengthened by adding an additional screening agency. Diocese now uses LexisNexis (formerly ChoicePoint) and the Wisconsin Department of Justice.
- Training for adults has been strengthened and standardized. The Basic Adult Safe Environment (BASE) training curriculum established by the diocese is the only accepted training for adults.

- Diocese has trained a cohort of Safe Environment trainers and made them available to the parishes.
- Diocese offered a series of 25 BASE training sessions throughout the diocese.
- An in-depth training about the Charter and how to administer Charter-related activities and requirements at the parish is now included in an all-day orientation for new catechetical leaders.
- An in-depth orientation for new priests will now include a strong Charter component.
- Discussions are being held about a stronger Charter component in both the Diaconate and Lay Ministry formation processes.

## **Diocese of Syracuse, New York**

### **Background Check Process**

The Syracuse Diocese contracts with ADP Screening and Selection Services. The subscribed product through this vendor utilizes Crimlink and National Sex Offender Registry, a multi-jurisdictional criminal history database, which contains over 350 million records. Jurisdictions searched include Traffic Courts, Superior and Circuit Courts, Administrative Office of the Court, Department of Corrections, State Sex Offender Registries, and Terrorist Watch List records.

The Syracuse Safe Environment Program Administrator submits batches to ADP on a periodic basis. When the records are processed by ADP, the Administrator receives notice of batch completion. The Administrator then vets the batch on line, investigates any records found, and then proceeds to complete the certification for those successfully completing the background check by issuance of a program training card.

### **Safe Environment Recertification Process**

Since October 2008, the Syracuse Diocese has implemented a recertification process using the VIRTUS “Keeping the Promise Alive” program. Since inception, over 6,500 participants have attended the live training and undergone an updated criminal background check.

### **Child & Youth Protection Workshops**

In May and June 2010, the Safe Environment Program Administrator and the Victim Assistance Coordinator designed training workshops for Site Coordinators, program facilitators, and Religious Education staff in order to provide informative updates and prepare parishes, schools and agencies for the USCCB on-site audits. Over 120 participants attended; these workshops will be an on-going addition to the program.

### **Supervisor of Chartered Priests**

During this audit period, the diocese created a new position for the supervision of all clergy affected by the Charter for the Protection of Children and Young People. The individual, Joe O'Donnell is a former State Trooper and an Assistant District Attorney. Mr. O'Donnell is responsible for meeting with the individuals on a regular basis to ensure they are adhering to

their decrees and to keep the lines of communication open. It has proven to be a very helpful position to the Bishop.

### **Diocese of Tucson, Arizona**

- The Diocese of Tucson provides Safe Environment Education to more than 2900 additional volunteers in the safe environment program. These volunteers are without independent access to or influence over minors or vulnerable adults, but by virtue of this training, they become additional eyes and ears for the safety of children and vulnerable adults.
- The Diocese of Tucson educated 8690 parents through its parishes and parish schools as part of the personal safety education for families. In addition to the parents reached in homilies, announcements or classes, many parishes and schools are distributing educational materials by way of their bulletins or take-home packets. Most of these materials are available and have been presented or distributed in Spanish.
- The Diocese has engaged an Internal Auditor whose role is to visit parishes to inspect and verify Safe Environment Program implementation in addition to fiscal and human resources practices. The Department of Property and Insurance has also engaged a safety inspector who is concerned with the standing operating procedures of child-serving programs, such as child care during Mass, addressing both Safe Environment Program issues as well as physical safety.
- Dr. Duckro serves on the Advisory Board of the Southern Arizona Children's Advocacy Center. This service is part of the commitment of the Diocese of Tucson to promote the welfare of all the children of southern Arizona.
- Dr. Duckro finalized his consultation with the Tucson Police Department to assist them in developing an educational program to prevent corruption among undercover officers. The program was based upon lessons learned in developing the Safe Environment Program of the Diocese of Tucson. The project has resulted in numerous presentations and an article that is being offered for publication.
- A monthly article, in Spanish and English, is published in the Diocese of Tucson newsletter, *The New Vision*. Special materials were published in the newspaper's May edition, focusing on prevention of child abuse.
- A new video was produced to assist in the additional ongoing education of clergy, employees, volunteers and parents. The new video explores the prevention of abuse and exploitation of elders and other vulnerable adults as an extension of the focus of the Safe Environment Program. It is also available in Spanish.

### **Diocese of Tyler, Texas**

The Diocese continues to support the Maria Goretti Network, for all victims of abuse. As a lay apostolate it provides peer support for victims of any type of abuse and for those that care about them. This group now has chapters in Longview, TX and the diocese of Phoenix.

The Diocese promotes a week of prayer, encouraging prayer for all victims of abuse. This is done in connection with promoting St. Maria Goretti as patroness of abused children.

## **Diocese of Wheeling-Charleston, West Virginia**

### **Regarding the supply ministry of international clergy engaged by the Diocese of Wheeling-Charleston**

Within this audit period, we have augmented our English language assistance program entitled “Successfully Speaking” to incorporate other pertinent information concerning cultural customs and differences while serving the Church in the United States. The established language assistance program has been a real success in aiding our international clerics with accent modification/reduction, public speaking engagements, giving homilies, and informal conversations with parishioners. The new components to the program are still in early stages but such topics as the role of women, expected courtesy to office staff and Parish personnel, social interaction with others (including women and minors), appropriate gestures in meeting individuals, etc., were all part of our initial meeting held on April 16, 2010. We hope to include the topics of personal financial responsibility, personal hygiene, and addressing financial soliciting for personal endeavors and entities not approved by the Diocese.

Our assistance to international clergy already includes the required background checks, VIRTUS training and other necessary documentations. Additionally, our international clerics are first assigned with clergy members already at work in the Diocese. Upon arriving in the Diocese, they initially serve as Associate Pastors or with “In residence” status before being named Administrators. We support mentoring relationships between the newly arrived clerics and those already in ministry; the obvious example would be the relationship shared between Pastor and Associates.

## **Diocese of Wilmington, Delaware**

The Catholic Diocese of Wilmington maintains a web site – [www.cdow.org](http://www.cdow.org) – which contains information in English and Spanish regarding our Safe Environment Program, *For the Sake of God’s Children* as well as information regarding *If you have been Sexually Exploited or Abused*. The website is maintained/updated appropriately.

Sr. Suzanne Donovan, who is responsible for the implementation of our For the Sake of God’s Children Program, completed/submitted the *Safe Environment Training Effectiveness Survey* in April 2010.

*The Dialog*, our diocesan newspaper, published information regarding contacting the Victim Assistance Coordinator, policies to protect children, and how to report abuse on the following dates: July 2, 2009, August 13, 2009, October 22, 2009, May 19, 2009, March 18, 2010, April 15, 2010, and May 20, 2010.

The Diocese of Wilmington participated in the 2009 CARA Annual Survey of Allegations and Costs (January 15, 2010).

The Diocese of Wilmington has established a *Compliance Oversight Committee* whose responsibility it is to monitor all implementation activities. The Committee will annually:

Audit all religious education personnel  
Audit all school personnel  
Audit all coaches/assistant coaches and Boy Scout leaders where the troop is parish based

The group requested that the internal audit from the Diocesan Finance Office add a series of questions to the formal audit done in parishes/schools. He reported that all the parishes audited in the past year were in full compliance with standards, background checks, and training. Additionally, the committee receives the reports that are generated by schools, parish religious education programs, and athletic association presidents on the training that has occurred.

Each year the principals, directors of religious education, and youth minister and athletic association presidents are required to submit **a report of all educational activities** that occurred in a given year stating the date, attendees, and topics covered.

The Office for Religious Education and Catholic Schools Office have integrated **a review of the degree implementation of the Curriculum in their visitation processes.**

## **Diocese of Winona, Minnesota**

### **Action 1:**

#### **Monthly Newspaper Coverage**

A consistent effort was made during the last fiscal year to include articles, ads and notices which refer to safe environment practices, policies, updates and appropriate topics in each monthly issue of the diocesan newspaper, The Courier. A variety of format options were used to highlight the importance of safe environment practices, increase awareness and spark interest for readers. (*safesacred0910.pdf file attached*)

### **Action 2:**

#### **Website Update**

A new diocesan website was launched near the end of the audit period. This site offers more visible and immediate access to information, forms and online learning options for participants and those who have experienced abuse in their own lives. [www.dow.org](http://www.dow.org)

### **Action 3:**

#### **Parish/School Safety Workshops**

##### ***“Safety Standards & Kits”***

Workshops for parish/school personnel were provided to review compliance issues for the Charter and explore general safety practices for the people of God. Sessions included specific safety tips and standards prepared in cooperation with law enforcement and insurance sources. Each participant received a “Safety Kit” for use at the local level.

##### ***“Maintaining Healthy Relationships in Ministry”***

Ministry offers a variety of different relationships which require an understanding of appropriate boundaries to uphold a healthy working environment. Participants learned how an understanding



and practice of proper boundaries affects those we serve and serve with in the parish/school workplace.

**Action 4:**

**Diocesan Safe & Sacred™ validated and featured nationally**

We have sent our materials and information to dioceses across the country to advocate the use of excellent faith-based safe environment learning at affordable rates. Our program was validated by the National Risk Managers group through Catholic Mutual and highlighted in an article in the online June Issue for [www.insuranceasked.com](http://www.insuranceasked.com).

**Action 5:**

**Healing Masses and Ecumenical Prayer Services**

Parishes through the 22 counties of southern Minnesota took advantage of our online resource templates which offered outlines and suggestions for prayers and liturgical services on behalf of victims. Offering Masses or prayer services in various regions and including specific Prayers of Healing during Sunday liturgy encouraged all people of God to pray for victims of abuse and their families. These types of services have enabled us to increase awareness and encourage hope.

### **Diocese of Worcester, Massachusetts**

1. Shortly after the establishment of the Diocesan Office of Healing and Prevention in 2002, the Victim Assistance Coordinator, Mrs. Frances J. Nugent invited all Victim Assistance Coordinators in Region 1 to come to the Worcester Diocesan Chancery and join in a collaborative effort. This group became known as the New England Victim Assistance Coordinators. Since 2002 day long meetings have been held and guest speakers have spoken to the group.

October 1, 2009 Bishop Richard Malone Region 1 Representative to the Bishop's Committee for the Protection of Children and Young People met with us to discuss current issues.

May 27, 2010 Sister Patricia Hudson C.S.J., Ph.D, LMHC from the Diocese of Brooklyn, NY presented a program on her extensive research with the population of international priest in the United States.

2. On December 2, 2009 to honor the Feast of St. Nicholas who is the Protector of Children, the Diocese held a Healing Service for all persons of the diocese who have been impacted by abuse in any way. Bishop Robert McManus presided at the service. This coming year it will be held on Sunday, December 5, 2010 at the Cathedral of St. Paul.

3. In parishes, safety sessions were held for parents. Parishes reported that 3,112 parents completed this training during the audit period. The program was developed by the diocesan Office of Religious Education.

4. Bishop McManus provided an on-air “annual report” throughout the month of May in 2010 on how the local and U.S. Catholic Church is continuing to respond to Child and Youth protection on one of his monthly diocesan cable TV programs (*Conversation with Bishop McManus Series, show title: “Keeping our Promise to Protect”*) It was produced by the diocesan TV Ministry. The monthly program has a potential reach of over 180,000 households in Worcester County (the diocesan boundary). Additionally, the program continues to be available online as streaming video at [www.worcestercatholicvtv.org](http://www.worcestercatholicvtv.org).

### **Diocese of Youngstown, Ohio**

1. In March, materials were sent to all pastors, associate pastors, parish ministers and parish offices for use in promoting Child Abuse Prevention Month in April. These materials included: a memorandum about the promotion; bulletin announcements; informational pages, liturgy guide and intercessions and the USCCB news release. We heard from some that the information was appreciated.

2. The chancellor/safe environment coordinator spoke at meetings of principals, teachers and parish ministers about compliance issues. This was well-received as evidenced by the questions which followed the talk.

3. Each month, the diocesan newsletter contains information about the Child Protection Policy, including upcoming training dates/locations and reminders about compliance. This is appreciated by persons who must ensure that their employees and volunteers participate in the training and by individuals themselves who need to take the training. The newsletter is sent to all parishes, to listserve subscribers, and is posted on the diocesan website.

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