



PROMISE TO

*Protect*

PLEDGE TO

*Heal*

**ADDITIONAL ACTIONS  
2008**

## **ADDITIONAL ACTIONS**

During the 2008 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 2008.

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

#### **Parent Fact Sheet**

Parents of students in parish programs and diocesan/parish schools have always been given information about keeping their children safe and about the safe environment programs for students. In order to reach a wider audience and make this information readily available when needed, the diocese now has a Parent Fact Sheet. This sheet informs parents about child sexual abuse prevention, commonly used lures to ensnare children, Internet safety and also recommends steps to take if a child does report abuse.

This sheet also describes what the diocese is doing to maintain a safe environment in terms of offering training to adults and requiring background checks. Contact information for further information is provided. This Parent Fact sheet is available both in English and Spanish and is posted on the diocesan and school websites. Parishes and schools have been asked to have printed copies available in foyers and other locations convenient to parents.

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

In May 2007, the Commonwealth of Pennsylvania updated its Child Protective Services Law. These amendments make failure to report child abuse a crime. It also expanded the definition of

“mandated reporter” to include any individual who comes into contact with children in the course of his/her employment, occupation or professional practice. Therefore in May, a memorandum was sent to All Pastors, Deacons, Seminarians, Principals, Secretaries of each Diocesan Secretariat and Religious Priests in Diocesan Assignments notifying them of this law from our Diocesan Attorney, Joseph F. Leeson, Jr., Esq. A poster for all diocesan locations was also distributed at that time. In October 2007, Attorney Leeson presented this topic at the Priest Workshop at Pocono Manor.

In October 2007, all parishes and schools were required to designate a local Safe Environment Coordinator. This person could be an employee or volunteer. Their responsibilities include oversight of the required background checks; ensure appropriate employee and volunteer attendance at Protecting God’s Children program; distribution of Diocese of Allentown Sexual Abuse Policy and Code of Conduct and collection of the signed acknowledgement forms; and monitoring of all paperwork. The name and contact information for all local safe environment coordinators is maintained by the Diocesan Safe Environment Coordinator, Sr. Meg Cole, S.S.J.

In June 2008, the newly developed Overview of Charter Initiatives booklet was distributed as a companion piece to the Protection of Youth section of the Diocese of Allentown’s website, [www.allentowndiocese.org](http://www.allentowndiocese.org). These booklets were mailed to Pastors, Principals, Administrators, and local Safe Environment Coordinators. The booklet has been received with enthusiasm. There have been many additional requests for booklets.

## **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 22 Masses for this intention. The readings, music and Prayers of the Faithful have been especially selected to offer healing to victims/survivors. During the last Audit period from July 1, 2007 until June 30, 2008, the Diocese of Arlington celebrated 3 Masses for this intention. Patricia Mudd, Victim Assistance Coordinator, speaks to the group at the end of the Mass to describe the work she is doing and invites victims/survivors to report sexual abuse as well as to call her for referrals for therapy, spiritual assistance, information on the Support Group and help with healing. The Masses have been celebrated in various parishes of the diocese from Arlington west to Winchester and south to Fredericksburg and the northern neck of Virginia. During this audit period, they were held at

- Saint Bernadette Catholic Church, Springfield on October 10, 2007.
- Saint James Catholic Church, Falls Church on March 5, 2008.
- Saint Joseph Catholic Church, Herndon on June 9, 2008.

The Masses have been followed by a simple reception which enables Bishop Loverde, Father Mealey, Father Specht and Pat Mudd to welcome those who attend and to reach out to victims/survivors. As well as prayer for a very serious problem in the Catholic Church, the

Masses have been a real outreach to victims/ survivors. We have found that some victims will come forward and introduce themselves to the diocesan staff in attendance and others will call the next day. Generally, we have received a few calls from victims/survivors after each of the Masses. We hear from victims/survivors that it is very powerful for them to hear of Bishop's sorrow for the abuse they have suffered and his prayers for their healing. We estimate that 1,785 people have attended these Masses since their inception in June 2004.

### **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. Rev. Mark Mealey, O.S.F.S., Vicar General, has been the main celebrant of most the 11 Prayer Services for Healing for Victims/Survivors beginning in April 2005. The Prayer Services during the last audit period have been held at

- St. Agnes Catholic Church, Arlington on September 16, 2007.
- St. John Bosco, Woodstock on November 10, 2007.
- St. John Neumann, Reston on May 31, 2008.

The Prayer Services were begun as an effort to reach out to those victims/survivors who might find it difficult to come to Mass. They have been held on Saturday morning from 10:00 to 12:00 Noon. We usually begin with donuts and coffee and then move to the chapel or church. We use the same readings, music and Prayers of the Faithful as for the Masses. Father Mealey also gives a homily expressing his sorrow for the pain suffered by victims/survivors; his concern about the response of some church leaders to this crisis and assuring the victims/survivors that they are not to blame for the abuse they have suffered. Pat Mudd, VAC, invites victims/survivors to call her for assistance with referrals for therapy, spiritual direction and information on the Support Group. One of the highlights of these Prayer Services has been the sharing of Victim/Survivor Testimony by one of our survivors. We have three survivors who have publicly shared their struggles and efforts to heal with other victims. This public testimony seems to give the message that it is okay to talk about what has happened and has often led to an impromptu group meeting at the reception following the Prayer Service. The victims/survivors who attend have pulled up chairs to a table and begun to share their experience and efforts to heal with one another, Father Mealey and Pat Mudd. We estimate that 210 people have attended the Prayer Services since their inception in April 2005.

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

Bishop Loverde has invited victims/survivors of sexual abuse and their spouse or 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. We have had 8 of these meetings with Bishop Loverde, Father Mealey, Father Specht and Pat Mudd attending and being present to the struggles and pain of victims/survivors of sexual abuse. The discussion has been open with Bishop and the diocesan staff listening to whatever victims/survivors and their spouse or support person wanted to share about efforts to heal from sexual abuse. Bishop Loverde then

takes the opportunity to encourage those in attendance in their spiritual and psychological struggles from the pain of abuse. Bishop then leads the group in a Prayer Service for their healing and that of the whole Church. After each Prayer Service the Bishop gives victims/survivors and their spouse or support person a memento of the evening. The gifts this year were Advent candles, a framed Bible verse from Corinthians, and rosaries blessed by Pope Benedict XVI at the Mass at Nationals Stadium. The Dominican Retreat Support Group meetings are open to those abused by clergy, deacons, religious men and women, employees and volunteers of the church as well as those abused in their families and on the street. The evenings were held at the Dominican Retreat on November 19, 2007, March 31, 2008 and April 28, 2008. A total of 186 people have attended the various programs at Dominican Retreat for victims/survivors, their spouses and a support person.

### **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 Coordinator on the various efforts made by the diocese to outreach to victims/survivors and to encourage their psychological and spiritual healing from the trauma of sexual abuse. The main work of the group thus far has been to review the programs offered by the diocese, make suggestions for additions or changes and offer additional thoughts for future programs. The victims/survivors who have participated in this group seem to feel a certain ownership to the program and are very interested in our success. They bring an additional dimension to serving the needs of victims/survivors in the Diocese of Arlington which we find very helpful. There is a feeling that we, Bishop, diocese employees, and survivors, are working on this problem in our Church together.

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

Bishop Loverde has opened the resources of the Diocese of Arlington outreach to victims/survivors of abuse by clergy and deacons within the diocese and also to victims from other dioceses and religious orders who live in our diocese now. In addition, he has encouraged the Victim Assistance Coordinator in outreach efforts to victims/survivors of incest and violence on the streets not specifically related to the Church. During this past audit period, there have been a total of 48 new calls to the Victim Assistance Coordinator from victims/survivors of sexual abuse seeking assistance for referrals for counseling, spiritual assistance, attending the Masses, Prayer Services, Support Group and Evenings with Bishop Loverde at the Dominican Retreat House. Thirty four victim/survivors who called the diocese prior to this audit period have continued to receive assistance through our programs. Bishop Loverde has also met individually with some victims/survivors and their spouses to assist them in their spiritual healing from the pain of abuse.

## 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 Baton Rouge, Louisiana

- a) **A New Training Video and Online Testing Center was developed to replace old workshop system.** The video was made available to employees and volunteers in three ways: 1) In- person at the site level 2) On Catholic Channel 15 and 3) Online. This new system has standardized our message, made the message available to the general television audience and has increased volunteer satisfaction and compliance with training. The online testing center now gives us a means with which to measure participant learning. We have received feedback from many non-employees and non-volunteers that they were “channel surfing” and watched because it was interesting. This has allowed us to reach a larger part of our community that we otherwise would not have reached with our child protection message under the old system. In the video, we have a clear message to viewers regarding the protocol for reporting abuse, along with the contact information. I am clearly identified as the Child Protection Officer. This video was played three times/week during prime time hours on Catholic Channel 15 during the audit period and it consistently informed and encouraged people to report clergy, volunteer or employee abusers, along with the diocesan protocol and contact information.
  
- b) **Safe Summer Initiative Campaign-** The Safe Summer Initiative was launched in April, 2008 to target parents as they planned for their children’s summer activity. The Safe Summer Initiative was a three-pronged campaign:
  - 1) We taped and ran a PSA on child abuse awareness, cautioning parents on how they check out summer programs, giving them tips on what to look for and which questions to ask.

- 2) The PSA directed parents and guardians to go to our diocesan web site to download information on ways to choose safe programs. There was also information geared toward children on how to have a safe summer for parents to download and give to their children.
  - 3) Personal safety rules were reviewed around the diocese for the K-4<sup>th</sup> grade cluster.
- c) **On-site Reviews of All Diocesan Schools and Churches**-The diocesan Office of Child and Youth Protection conducted on-site reviews of each and every diocesan school and church, reviewing every record of individuals required to complete the safe environment requirements. Audit reports were sent to the Child Protection Site Coordinators and copies were sent to the Vicar General and to the Priest/Principal of each site audited. Sites were required to submit a plan of action to correct any deficiencies noted during the review.
- d) **Diocesan Protocol for Reporting Abuse Posters**-Posters depicting the established diocesan protocol for reporting abuse were disseminated to each diocesan church and school. Sites were instructed to place these in prominent places where anyone needing the information would be able to access it.

### **Diocese of Birmingham, Alabama**

August 2007: Began offering Youth Protection training to volunteers in Spanish.

August 2007: Began conducting background checks of Hispanic volunteers

June 1, 2008: Created the Office of Child and Youth Protection Services, a diocesan office with oversight of the implementation of the Charter.

June 1, 2008: Hired a Director of the Office of Child and Youth Protection Services.

### **Diocese of Boise, Idaho**

The Diocesan Review Board for the Sexual Abuse of Minors continues to be active in not only the review of allegations of sexual abuse but also in the review and implementation of safe environment programs. Meetings are held on a regular basis to review allegations, address policy development and program implementation. In addition, board members having areas of expertise relevant to program development work with diocesan staff and trainers analyzing the relevance and appropriateness of materials.

### **Archdiocese of Boston, Massachusetts**

On April 17, 2008, His Holiness, Pope Benedict XVI, met with five survivors of sexual abuse by clergy at the Apostolic Nunciature following the celebration of Mass at Nationals' Stadium in Washington, DC. The survivors were all from the Archdiocese of Boston and were accompanied by Cardinal Sean O'Malley, Archbishop of Boston, his assistant, Father John Connolly and the Director of the Office of Pastoral Support & Outreach, Mrs. Barbara Thorp.

The 25 minute visit, scheduled at the request of the Holy Father, was the culmination of a year-long effort by Cardinal Sean and his staff to arrange such an encounter. The Cardinal, the five survivors and two staff members gathered in the Nunciature's Chapel where they were joined by Pope Benedict, the Nuncio, Archbishop Sambini, and some Vatican officials. Cardinal Sean began with a prayer and recounted some of his own reactions to the sexual abuse crisis before presenting His Holiness with a beautiful, hand-calligraphed book of names, containing the names of some 1,400 survivors of abuse by clergy from the Archdiocese. (The book was commissioned as an intentional & tangible effort to bring all of the survivors from the Archdiocese into the meeting with the Pope.) The Holy Father received the book, paged through it, and was clearly moved by what he held in his hands. Cardinal Sean then presented each of the survivors to His Holiness, who then met individually for a few minutes with each of them. Each survivor had the opportunity to speak directly and freely to the Pope, and the Holy Father proved himself to be worthy of the title as he offered words of comfort and care to each individual survivor.

The extraordinarily positive media coverage of and public reaction to this private encounter of the Holy Father with these survivors expanded exponentially the positive effects of the meeting. The work of arranging this meeting, with its pastoral and healing results for survivors from Boston and beyond, was undertaken at the request of Pope Benedict, by Cardinal Sean, Mrs. Thorp and Father Connolly with the support and cooperation of many members of the Archdiocesan staff.

### **Diocese of Bridgeport, Connecticut**

- The Safe Environment Program 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 persons who work 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 background checks personnel across the Diocese. During this current audit period, Catholic Charities programs are also extending their Safe Environment programs and educational materials to local communities including non-Catholic organization. They are also making training opportunities available to participants/clients of our soup kitchens by training staff as VIRTUS facilitators.
- The Diocese of Bridgeport offers Safe Environment training to all those who are interested in child safety in our community including parishioners who do not volunteer in any capacity. Safe Environment training is open to all Catholics, local churches and eparchies. Companies who received training during the audit review period include Caterers, Amusement company workers, Cemetery employees, Computer repair companies, Cleaning agencies, Construction Workers, Roofing Companies, Landscapers, Local Zoo employees, Tennis instructors, Emergency Medical Technicians and counselors from The Center for Women and Families. Training opportunities are always open to personnel who reside in another Catholic Diocese.
- The Background check policy in the Diocese of Bridgeport is also inclusive of vendors/contract employees. All Independent Contractors are required to screen any person



they will bring onto the property for any purpose. They agree that they will 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. New companies have been assisted by our Human Resource department with developing a background check process during the current audit review period.

- The Director of Safe Environments and the Director of Human resources provide ongoing in-services to Parish Secretaries, Directors of Religious Education, Youth Ministers, Chaperones, VIRTUS facilitators and Local Safe environment coordinators to assist parishes with continued support for the programs and to provide annual program updates.
- Parish Safe Environments committees were a part of several parish events including carnivals, fairs, and fall festivals during this audit review period. In many parish locations the parishes had informational booths and materials on Safe Environments available throughout the event. One parish displays a sign in their parking lot noting that “This parish is a Safe Environment and we ask that you please check to be sure that children are supervised at all times”.
- During this audit, the Director of Safe Environments and the Director of Emergency Services met with several town police departments to communicate the need to include parish religious education programs and Catholic Schools as part of their emergency alert notification process. Local police departments and probation officers include safe Environments in their notification of any Registered Sex Offender who is planning to work, volunteer or live near a local school, parish or program. An alert is sent out to each school and parish.
- Ongoing live training on Internet Safety, Child abuse prevention, Abduction prevention and Internet Fraud occurred during this audit review period. This is part of a series of Safe Environment continuing education programs held annually during the month of April as part of Child Abuse Prevention Month. This program was advertised as open to the public and made available to all School Employees, VIRTUS Facilitators and Local Safe Environment Coordinators. This year’s workshop was the “Dark Side of the Internet” Cyber-safety and Internet Fraud Prevention. On 4/29/2008 FBI Special Supervisory agent Thomas S. Lawler from Connecticut’s Cyber-crime squad provided the workshop.
- A Health and Safety committee was in place during this audit review period and they conducted monthly meetings, evacuation drills and routine physical safety evaluations of buildings. The committee provided recommendations to the Buildings and Grounds Department for limiting and controlling access to buildings and identified areas of concerns through routine evaluations of vulnerable areas such as parking areas, checking to be sure doors are not kept propped open, lighting issues etc.
- A case review team is in place. This team reviews safety issues and reported incidents that do not meet criteria to be reviewed by the Diocesan Review Board. The team met during this audit review period to review calls, emails, letters, overnight youth retreats and early reports or concerns. 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 were 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.
- The Safe Environment office continues to maintain a child safe vendors list of independent community businesses in full compliance with Safe Environment requirements. Parents in the community routinely request a referral for a business that is in compliance with all Safe Environment programs. Over 300 community businesses and vendors participated in Safe Environment programs since 2003. 30 new companies and vendors attended VIRTUS and complied with a background check process for their own employees during this audit review period.
- Safe environment parent education seminars were offered to parents with children enrolled in religious education at the parishes. This is in addition to the child abuse prevention curriculum provided in public schools throughout Fairfield County. The Safe Environment Office works closely with the Center for Women and Families. This program is a main provider of child abuse prevention programs in our local public schools. We have the opportunity to preview these child safety programs each year 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.
- A Healing Retreat is offered to Survivors of Sexual Abuse. This retreat is offered by one of our diocesan priests, Rev. Lawrence Carew. A retreat took place in CT in August 2007 and it was open to all survivors of sexual abuse.
- Additional child safety programs are provided by individual schools that go above and beyond the required Safe Environment program and the Charter. Each school principal is requested to submit a description of any additional programs they provide to students annually. During this current audit review period additional personal safety programs implemented in the Catholic Schools include The McGruff Safe Kids program on abduction prevention, Officer Friendly, D.A.R.E., The Power of Kids program, other trainings offered by their local town police department, and almost all schools offered an Internet safety program.
- 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 Family Services: The Diocese of Bridgeport employs one counselor to train parents, all children in grades K-8 and all of the High School youth on Safe Environments annually. This program goes above and

beyond the Charter for the Protection of Children and Young People because we re-educate every student in every grade annually.

- Parent training: In the Diocese of Bridgeport parents are provided with a parent preview session of all children's safety training programs in addition to the VIRTUS training which is required for all parents who volunteer in our schools. Several schools currently mandate that all parents attend the VIRTUS training at the time they enroll their child even though this is not required by the Charter.
- Language Translations and Bi-Lingual Facilitators: During this audit review period VIRTUS trainings were provided in 7 Languages. Trainings are held in English, Spanish, Sign-Language, Portuguese, Vietnamese, Polish, Italian and in French/Creole Modified trainings have been provided for persons with learning disabilities and the videos are closed captioned.
- Local Safe Environment Coordinators are in place at schools, parishes and Catholic Charities programs and a new Parish Soft database product has been implemented in parishes throughout the Diocese of Bridgeport during this audit review period which will further assist each location with tracking and monitoring Safe Environments at the parish level.
- Safe Environment Column: The Fairfield County Catholic Newspaper provides a column monthly on Safe Environment updates and educational information on child safety. Safe Environment updates were published during this current audit review period.
- A Self-Audit process is in place to locally monitor and track Safe Environment Progress annually. Reports are provided annually by Pastors, Directors of Religious Education and Local Parish Safe Environment Coordinators and the data is compared with our VIRTUS training records and with Human Resources background check data to be sure that programs are active at each location.
- The CT Department of Children and Family Services training was provided for mandated reporters at local schools and parishes as an additional training during this audit review period.
- The Bridge is a weekly online mailing and is provided to all Pastors, Directors of Religious Education, School Principals, Program Directors, Administrators, school and parish offices and Catholic Charities programs and it 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) under Resources.
- Additional training: Directors of Religious Education and all new Principals continue to receive an annual orientation on program implementation regarding Safe Environments in addition to regular VIRTUS training. Safe Environment information is communicated during all new employee orientations. All new principals and catholic school teachers receive an additional program on CT Mandated reporting laws and procedures at the start of each school

year. All employees and aides under 18 fall under Safe Environment training compliance through their public or private school curriculum however they were also provided with additional Safe Environment education and training this year.

- The Human Resource Department has in place safety 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 process also helps volunteers and employees to feel comfortable in providing their information for a criminal background check.
- The Safe Environment Office provides cards to VIRTUS participants containing Safe Environment instructions for training, background checks and how to obtain 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 also provides important numbers including the Victim Assistance Coordinators cell phone numbers and The State of CT Child Abuse and Neglect Hotline.
- A Safe School Audit was implemented this review period to evaluate school safety plans such as procedures for lock downs, shelter in place, evacuations, fire drills and security measures to control access to buildings and guard against possible intruders.
- The Safe Environment Office together with the Office for Education sponsored a Bullying Prevention and School Violence Prevention workshop for all School Principals. This year we added a segment for parents and we went out to schools to pilot an education and awareness training on identifying early warning signs of bullying and the prevention of school violence. The presentation is based on the State of CT School Violence Prevention Curriculum. A new Safe schools policy on bullying awareness and prevention and a student Code of Conduct that includes an Internet use policy is near completion and was released to School Principals for review during this audit review period. The expectation is that this policy will be implemented in the schools in the 2008/2009 school year.
- Onsite Parish audits: The Diocese of Bridgeport conducts onsite financial audits at the parishes and our Insurance Carrier also conducts routine inspections of parish property. During these two onsite parish audits and inspections, the departments review Safe Environment programs to ensure background checks are in place and that Safe Environment training is ongoing for all new employees and volunteers. The audits also include checking to be sure 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 and they are included in a written report immediately following their site visit.

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

### **Safe Environment Office**

**Committee on Child Safety** - Four women who are involved as Directors of Religious Education or Catechists met 12 times over the past year with Sister Pat Hudson, Director of the Safe Environment Office, to develop a “presenters” training for Child Lures to be used in the 08-09 school year for Religious Education Programs. The plan begins with an all day training session September 13, 2008 which includes “How to” demonstrations and time for discernment followed by an evening session a week later. There will be a commitment ceremony after the evening meeting. There is a timeline set for presentation of the program in both Religious Education Programs and Catholic Schools. Child Lures will be presented in the Fall of 2008, posters will be displayed throughout the school year and children will be given a brief follow up of Child Lures before summer vacation in June of 2009. The fall presentation in Religious Education programs will be given by one of the Diocesan trained Child Lures presenters selected by the DRE from a list of available presenters. The presenters will receive ongoing support and further demonstration should that be necessary. Those Religious Education programs that have an established and effective method of presenting Child Lures must send a description of their program to the Safe Environment Office. If it is approved, they may continue the method of presentation that is already in place.

**The “childabusepreventionprogram”** a funded program based in New York City, gave a workshop to train school personnel to handle reports of abuse after children in third and fourth grades attended a puppet show in their school about sex abuse and physical abuse. The puppet show is performed by professionals from the “childabusepreventionprogram”. Only those schools who had someone trained can request the puppet show. It is free.

Sister Pat Hudson, Director, made two presentations September 07 and June 08 to all Pastors of the Diocese regarding Safe Environment requirements.

Sister Pat Hudson, Director received an award from the Boy Scouts of America in recognition of her efforts to protect children.

### **Articles in “The Tablet”, Diocese of Brooklyn**

April 19, 2008.

Anne-Marie Leone- Administrative Assistant- Safe Environment Office- “Helping to Keep Children Safe“ is a personal reflection of Anne-Marie’s conversion from being an employee to seeing her work as ministry.

May 3, 2008

Dr. Joseph Marino- Field Representative- Safe Environment Office- wrote an editorial in The Tablet on Child Abuse Awareness and the work of the Safe Environment office.

June 2008

New Safe Environment Advisory Board members were appointed by Bishop DiMarzio

## **Youth Program**

May-June 2008

The “Shield the Vulnerable” program an online program for youth was introduced to an ad hoc committee by the president of the company at a morning workshop. The focus was on Safe Environment training for youth (14-18 year olds). All members of the committee had previewed the program on line before the workshop. After very positive feedback, implementation was approved by Bishop DiMarzio. The program will be introduced to two Youth ministry programs, one from Queens and the other from Brooklyn. It will also be introduced to Journada and Jovenes de Valor, two spanish speaking youth groups that are very active in the Diocese. It will be evaluated during the 08-09 year and be considered for further implementation.

## **Victim Assistance Coordinator**

### **A. Bishop’s Fall Dialogue with Major Superiors of Men and Women Congregations:**

November 5, 2007. The agenda for this annual meeting of Religious Superiors of the Men’s and Women’s Religious Congregations was focused primarily on the Diocesan Policies and Procedures regarding Sexual Abuse of a Minor at the hands of a minister of the Gospel. The agenda included:

#### **1. Prevention:**

##### **Safe Environment Programs/Trainings**

Virtus, Praesidium Program on Boundaries and Child Lures

##### **Codes of Conduct:** found on Diocesan Website

Priest/Deacons/Pastoral Ministers, All who Minister to Children  
And adolescents, Volunteers, Parish Employees and for all who  
Minister to Adults.

#### **2. Reporting Process:**

Confidential Reporting Phone Line (888)634-4499, Diocesan  
Posters, Flow Chart explaining process, Assistance Ministry/  
Intervention Team.

#### **3. Investigating Allegations:**

Diocesan Review Board Composition, Role and function  
Investigative Team—former NYPD Detectives in Sex Crime Unit  
Recommendations to Bishop for final determination

#### **4. Credible Allegations:**

Accused placed on Administrative Leave, Public Announcement to  
Parish/Diocese, Parish Town Hall Meeting, Assist with Healing Journey.

The aim of the meeting was to reestablish with the Congregations, Diocesan  
Procedures to insure Congregation Policies were compatible. Meeting was  
met with positive reviews from the Congregation Leadership in attendance.

### **B. In addition to providing therapy for Victim/Survivors we looked to develop a system that would provide growth and development for the more vulnerable victims. To**

that end, we developed ongoing collaboration with Catholic Charities and City Wide agencies, in order to provide opportunities for victims to achieve self sufficiency and move from victim to survivor and hopefully thrive. As a result, we were able to successfully:

- 1.** Engage a long time homeless man, victimized as a young teen, into service. Through the Collaborative Network we established, we were able to reunite this man with family, secure Social Security Disability income for him, and move him into permanent housing. This was a major accomplishment for this man.
- 2.** In another case, we were successful in negotiating Behavioral Health Systems in another state to work cooperatively with our local Catholic Charities Behavioral Health System in relocating a Male Victim and his wife from Michigan to New York without incident. The Diocese assisted with moving fees. This man is now reunited with family, has secured an apartment, both he and his wife suffer from mental illness and both are successfully in treatment and have an intensive case manager to assist them with their needs. This man's parents are thrilled to have their son "home" again. The man is now looking into the possibility of attending school, and his wife has secured a job. They have a long way to go, but are clearly on the right road.
- 3.** In the case of one of our youngest victims who was experiencing great difficulty with school this past year due in large part to the severe flash backs and nightmares he was experiencing as a result of his abuse, and was facing the possibility of school retention, we worked closely with the young boys parents and therapist in seeking a tutorial program that would not only address this young child's educational needs but address his self esteem issues. It appears we have been successful in this regard, as after the first three sessions the young boy announced he "loved going to this program, they really understand and help me, I am not so dumb after all". To see the delight in the eyes of this young child of 12 years was worth all the effort in assisting the family. The Diocese paid the full tuition for this program.

C. **From Shadow to Light and From Scandal to Healing: The experience of the Diocese of Brooklyn with the Sex Abuse Scandal:** This was a presentation given by Bishop DiMarzio in April, 2008, to all the priests of the Diocese. The Chairperson of the Diocesan Review Board and Victim Assistance Coordinator participated in this meeting. The purpose of the presentation was to give the priests of Brooklyn and Queens first-hand knowledge of what we are doing in the Diocese of Brooklyn to assure the protection of our youth and young adults from the scandal of sexual abuse.

D. **Outreach to High School Alumni:** VAC worked collaboratively with High School Administration enlisting their assistance outreaching to School Alumni in cases where the offending priest was School Chaplain. Through the use of the school computer network system, the public announcement of the offending cleric's removal from active priestly ministry was posted, which enabled additional victims to come forward.

## **Diocese of Burlington, Vermont**

1. In an effort to broaden our capacity to maintain meaningful outreach and support to those in parishes managing educational programs, we decided to expand our staff to include a Program Development Administrator. This position was designed to strengthen the ability of parish staff to provide concentrated support in regards to Safe Environment Program issues. This position was filled in August of 2007 by a woman with a communications/marketing background. This person facilitates training in how to apply educational programs, conducts research of new program opportunities, and provides online support and advice on the maintenance of data for reporting purposes. This person also makes regularly scheduled site visits as a part of the support component.
2. As part of an effort to develop independence in information management (and timely reporting of personnel changes at the parish level throughout the Diocese), it was determined that the implementation of the ParishSOFT Safe Environment Manager software program would fulfill both of those needs. The fastest changing environment has been at the parish level with each new catechetical year. This program allows the entry of information into a computer program as requirements are completed by parish members, acknowledging their qualification to serve in child based programs. This software will also be used to catalog recertification requirements of our catechetical volunteers, and also for our licensed professional services groups (ie; teachers), in the immediate future.
3. Camp Neringa is a Lithuanian cultural immersion camp located in southern Vermont in the greater Brattleboro area. During this audit period, we arranged Virtus Facilitator training for members of their governing board and we provided criminal background clearance services as required by the Charter for the Protection of Children and Young People. The Sisters of the Immaculate Conception are from the Diocese of Norwich in Connecticut. They supervise and participate in the activities of Camp Neringa from their Mother House in Putnam Connecticut. We will continue to provide service and assistance to accommodate their training and personnel clearance requirements.
4. Shield the Vulnerable is an online educational program was expanded for our Diocesan to include participation of high school-aged people with a program designed to counteract peer pressure. In addition, two adult programs will be added for teachers and paid personnel throughout the Diocese. When all program components are installed, we will present a continuum of education that includes the Vermont Reporting Law, youth participation, child bullying, and recognition of adult predatory behaviors.
5. A redesign of our Diocesan Web Page was accomplished during this audit period, with a renewed and more precisely organized page for the Office of Safe environment Programs. With the new page, we expanded the ability to link people to the resources of our office and to the programs we host for awareness education.



## **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 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 the 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 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 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 Save Environment for Children, Youth & Adults (*ex officio*).

### **Support Group**

The *Charter* requires that support groups for victim should be "fostered and encouraged" in every diocese and in local parish communities. The Diocese of Camden has gone beyond this

by sponsoring and making available a weekly support group which is available for victims of clergy sexual abuse, facilitated by an independent, licensed clinical social worker. This was done in specific response to a victim of abuse who requested that the diocese sponsor such a group. After the Victim Assistance Coordinator consulted with the Center for Children's Support at the University of Medicine and Dentistry of New Jersey (UMDNJ—the state university of the health sciences and the nation's largest institution of its kind) to locate an expert in the area of sexual abuse, the diocese contracted with Steven Carroll, L.C.S.W to facilitate the support group.

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

Realizing that the best way to obtain accurate criminal histories is through the use of *fingerprints*, the diocese 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.

During the current audit period, the Diocese expanded its criminal history background check policy to also include 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.

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

At the direction of Most Reverend Joseph A. Galante, Bishop of Camden, the Diocese in October 2004 established its 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 124 parishes and 48 elementary schools and 10 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.

Also, in 2007, Bishop Joseph Galante appointed Mr. Rod J. Herrera, director of the Office of Safe Environment for Children, Youth and Adults, to also be the monitor of 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.

## 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 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. It 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.

## 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 April 2008 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 memorandum dated March 8, 2008, mailed to each parish, outlining process for reporting allegations of abuse, availability of support group, and flyers for posting in parish facilities promoting 800# for reporting of abuse claims and availability of support group. The memorandum also included suggested bulletin announcements for parish use.

Also, a series of three articles written by the diocese's Director of Safe Environment for Children, Youth & Adults were published in April in the diocesan newspaper, the Catholic Star Herald, to mark national child abuse prevention month.

A March 14, 2008 article in the Catholic Star Herald also outlined the efforts of the Diocese of Camden to comply with the Charter for the Protection of Children and Young People.

Finally, 50 weekly notices were placed in the diocesan newspaper, the Catholic Star Herald, advertising the availability of a support group for victims of abuse, as well as the 800# for the reporting of abuse.

### **Assistance with Research**

In addition to its participation in CARA's annual "Survey of Allegations and Costs," the diocese in this audit period encouraged participation in the John Jay College of Criminal Justice study, "Sexual Abuse of Minors in the Catholic Church: Understanding the Causes and Context of the Problem." The Chancellor of the Diocese in April and May, 2008 wrote to two groups of priests in the diocese—those who had been accused of abuse of minors and those who had not—to encourage their participation in the national study.

## **Archdiocese of Chicago, Illinois**

### **Support Groups for Victims of Sexual Abuse**

Assistance Ministry sponsored two 12-week support groups (one for men; one for women) who have been sexually abused as minors. The abuse may have been perpetrated by a family member, friend, or stranger. Participation in the group is not limited to those who were sexually abused as minors by a priest or deacon. Each group is led by a licensed professional with experience working with people in vulnerable situations who want to move forward and take charge of their lives.

### **Standardized Therapeutic Services Forms**

Each therapist is expected to submit completed Clinical Services Forms as well as provide proof of licensure and insurance. Periodic treatment reports that include treatment goals are expected at specific intervals of therapy. A standardized Treatment Report Form was developed to insure adequate and appropriate information is received to determine effectiveness of treatment.

### **Educational/Support Group for Family Members**

Assistance Ministry sponsored a four-session educational/support group for family members of those who have been sexually abused as children by priests, deacons and other employees of the Catholic Church in the Archdiocese of Chicago. This program focuses on education regarding church related sexual abuse and will include open discussion among group participants.

## Healing Weekend

The Office of Assistance Ministry hosted a co-ed retreat for Victim-Survivors in April to coincide with Prevent Child Abuse Awareness Month. The purpose of the weekend is to bring together adults who have been sexually abused by priests in order to share their experiences with one another, to provide mutual support, to facilitate forward movement, healing of spirit and identify sources of positive support. The weekend is directed by a team of lay facilitators and varied experiences in the field of sexual abuse of minors by clerics.

## Bridges Program

For many victim-survivors, the conclusion of the formal Archdiocesan process is only the beginning of his or her healing. While the pastoral outreach is available throughout the process, the specialized services offered by the Office of Assistance Ministry are time-limited. For this reason, the Archdiocese of Chicago created the Bridges Initiative. Offered by the Office of Assistance Ministry, the Bridges Initiative provides additional pastoral and casework outreach to victims-survivors to further assist and support them in their journey toward healing. The Bridges Initiative is not intended to be an indefinite continuation of outreach from the Office of Assistance Ministry. It is a supportive program designed to empower the victim-survivor through collaboration with a caseworker. The caseworker, acting as a liaison, will assist with referrals for long-term or specialized care based on the assessed needs of the victim-survivor.

## **Children Matter Network**

(CMN) is a partnership created to protect the dignity of children. CMN provides education to members of the Catholic Church and the Community at large by sponsoring educational opportunities for the adult community on topics relating to child development, welfare and safety.

Children Matter Network website, [www.childrenmatternetwork.org](http://www.childrenmatternetwork.org) is available to all who are committed to ensuring the safety and well being of children and young people. It offers practical ideas and resources.

Past topics include:

Internet Safety- Predators on the Internet and their access to our children. How much do we as parents, caregivers and educators understand the Internet, chat rooms, text messaging and more;  
Summer Safety Tips- What to ask and look for when selecting a summer program;  
Summer Fun Ideas- Things to do as a family that are fun for all ages;  
Words that Help Kids- Positive words that raise self-esteem and promote dialogue;  
Annual Child Abuse Prevention Campaign

In 2007 CMN began to explore how the core needs of children/youth can be met as defined by the Choice Therapy Principles of Dr. William Glasser. We began with exploring how to help a child develop a healthy sense of Belonging in their families, peer groups and within society. Currently, we are exploring how to help a child develop a healthy sense of Power and Esteem in their families, peer groups and within society.

## **On-Going for Kids Newsletter**

Created in the fall of 2007 by the Office for the Protection of Children and Youth. The On-Going for Kids newsletter is published quarterly and is now available on the Archdiocesan

website. This newsletter provides information relevant to Articles 6, 12 and 13 of the USSCB Charter for the Protection of Children and Young People. Our target audience is principals, teachers, pastors, members of the parish staff, the Pastoral Center and all individuals concerned with the protection of children. Child Protection Organization such as- Prevent Child Abuse Illinois and Child Advocacy Centers of Illinois have written articles for the newsletter in addition to establishing partnerships with the Archdiocese of Chicago.

### **Mandated Reporter Training**

*The Archdiocese of Chicago began offering Child Abuse and Neglect Mandated Reporter training in October 2006 for principals, clerics and administrative staff. To date we have trained over 2,500 school employees and clerics. The mandated reporter curriculum was developed with the approval of the Illinois Department of Children and Family Services. All employees who work with children are required to attend this training by June 2009.*

### **Child Abuse and Neglect Tracking System (CANTS) Form**

In addition to an online background check and digital fingerprinting the Archdiocese of Chicago also requires all clergy, all employees and all volunteers who work with children in our parishes and schools to complete the CANTS form. This form is sent in to the Illinois Department of Children and Family Services (DCFS) by the site and the results are sent to the Office for the Protection of Children and Youth by DCFS. The CANTS database system is maintained by DCFS and it provides information on any person 18 years of age and older who has an indicated case of child abuse or neglect against them in the state of Illinois.

### **Site Administrator Training**

*A site administrator is the person designated by the pastor or principal for their parish and school respectively who maintains the online databases for background checks and Virtus training. The database lists who in their parish/school has registered online and attended a Virtus session and who has completed an online criminal background check. The site administrator does not have access to the background check itself. The site administrator training is two fold- Additional training regarding the online background data base system and training for access to the Virtus data base system.*

### **Code of Conduct**

The Archdiocesan Code of Conduct was translated into Polish and added to the Archdiocese of Chicago website.

### **Compliance Monitor Position**

Retained Dr. Monica Applewhite to develop individual safety plans for priest removed from ministry because of clerical sexual abuse of a minor. Hired a Compliance Supervisor to be trained by Dr. Applewhite to develop safety protocols and to implement the safety plans. Monitor conducts on-site visits, reviews/approves travel requests, employment, participation in Prayer and Penance communal prayer and faith sharing, meetings with Spiritual Director, internet use and so on.

## **Diocese of Cleveland, Ohio**

### **Development of a New Job Description for the Director of the Office for the Protection of Children and Youth**

During the 2007-2008 a new job description was developed for the Director of the Office for the Protection of Children and Youth. The Committee assigned to this task did an assessment of the work accomplished since the inception of the Office in 2003. The work done has been very significant. We then reviewed the Charter and the Diocesan Policy for the Protection of Children in Matters of Sexual Abuse and determined which areas needed further development.

The new job description was developed reflecting the Diocesan commitment to the full implementation of these policies. Particular attention will be given to efforts at the parish level for parent education, accurate record keeping, and increased awareness of maintaining a safe environment for children and full compliance with the Charter and Diocesan Policy.

### **Safe Environment Materials**

In an effort to strengthen the quality of the resources available for the education of children and parents, a committee was formed to review possible materials. The group established criteria for program evaluation and then reviewed four potential programs.

Strengths and weaknesses for each program were listed and compared. The committee made a final recommendation to the Bishop for the adoption of the Praesidium Program providing materials to supplement the curriculum, and resources for the parent education program. Training for faculties and facilitators for these programs will take place in the Fall of 2008 with beginning implementation in the winter and spring of 2009.

### **Faith-Based Media Presentations Office of Catechetical Services**

#### **Time Period: 2007-2008**

Total Presentations: 22

Audience: 1100

Audience Description: adults, catechists, elementary school teachers, students, ministry groups

#### **Overall (3 year history of programs of this nature)**

Total Presentations: 92

Audience: 8,000

Audience Description: adults, catechists, elementary school teachers, students, ministry groups

In addition, resources and other information were placed on the Office of Catechetical Web Site (<http://www.oce-ocs.org/ocs>) and distributed via email and other communication mediums.

## **Presentation Descriptions:**

### **Internet Safety**

The Internet is a gift from God and should be used and cared for like any other gifts. Web surfing, social networking, chatting and blogging are among the many ways to use this gift. This presentation offers some practical advice for staying safe and some cautions about posting information online.

#### Audience (Time Suggestions)

Grades K - 3 (15-20 Minutes)

Grades 4 - 5 (45 Minutes)

Grades 6 – 8 (45-60 Minutes)

High School (60 Minutes)

Adults/Parents/Parishioners (60-75 Minutes)

PSR/School Faculties (60 Minutes)\*

*\*Internet Safety for Teachers with Resources*

### **Messages in Music (A Basis for Making Moral Decisions)**

How we choose our music can reveal a lot about a person. It can reveal a process for making decisions (web surfing, clothing and behavior choices). This presentation examines what we listen to, why we listen to it and should we continue to listen to it as a basis to make moral decisions.

#### Audience (Time Suggestions)

Grades 6-8 (60 Minutes)

High School (60 Minutes)

### **Media Literacy**

How we watch TV, look at advertising and listen to music has a large amount of influence on one's life. This presentation looks at how the media influences one's life and presents some important practices for media consumption. Some concepts from Messages in Your Music and Internet Safety presentations can be integrated into this presentation.

## **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 monthly 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.

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 Covington, Kentucky**

St. Elizabeth Medical Center, our diocesan hospital, has included a program in its Parent/Child Series on "personal safety". The program satisfies the requirement that the child be trained in the safe environment program. It allows a parent to accompany his/her child to the training and to be part of the training and fosters open communication between parent and child. The hospital issues a certificate that the child takes to school to show he/she has been trained that year. The program has begun by targeting grades 4,5 and 6 age children and will expand in the future to other age levels. This program is one response to those parents who want to know what and how their child is being taught and who want to be involved.

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

1. **CCF GRANT:** As a result of the annual meeting and realizing that not every Parish had the resources to use the VIRTUS online program we applied for a grant from the Catholic Community Foundation and received funding of over \$3,000.00 to provide the DVD's, DVD players and Parent Teacher Training guides for our Parishes. We surveyed the needs of all Parishes and supported those that had needs our office could meet through the Grant. We were especially happy to provide the materials to our Parishes and Missions on the White Earth Indian Reservation and St. Mary's Mission at the Red Lake Indian Reservation. The Grant was also requested to fund a task force to set new goals and direction and to respond to the difficulties the Parishes had in implementing the current program. The task force met twice. It accomplished the goal of getting the new Safe Environment Coordinator up to speed and setting conceptual models that would work best for the Diocese.
2. **WALLMART GRANT:** We requested a grant from the Wal-Mart Corporation to subsidize the purchase of DVD players. Their support was small but meaningful, a 10% discount on products purchased, that with tax free status, helped us support our rural Parishes so they could have the technology to use the online VIRTUS program more efficiently.
3. **SE REHAB:** Our Vicar General, a musician, has been accompanying Safe Environment trainer Vicky Dathe to parishes who failed to meet training standards. We offered pizza, singing, SE training to kids, parents and the local SEC in an attempt to change attitudes

about this program. These have been excellent public relations opportunities and having the support of our chief administrator was important to the success of the meetings.

## **Diocese of Dallas, Texas**

### New Database

The Diocese of Dallas has implemented a new web based database to enable parish safe environment coordinators (safety officers) to keep track of safe environment data on clergy, employees and volunteers who work with children and vulnerable adults. Because much of the data is sensitive, the data is stored on a secure server in a locked data center. The web site is protected using a security certificate, so all data being transferred is encrypted. This prevents data from being read in transit. The database is backed up twice every hour and then the back ups are transferred to a back up server nightly. Only the safety officer in a particular location has access to the data for their location. Bishop Farrell has directed all pastors to instruct their safety officers to use this database. This will make future reporting much easier. Examples of this database are included with this report.

In addition to making data readily available to safety officers, the database also enables a parishioner who wishes to volunteer in a parish go to the website, fill out a screening form and register for a training class. The safety officer receives the screening form and can contact references. The safety officer can also order the criminal background check on line. This program will also notify people when their training is expiring and remind them to sign up for another training class.

We believe that the database will be of great assistance in enabling safety officers stay in compliance.

### Internal Audits of Safe Environment Programs by HayGroup

The HayGroup completed an independent audit of all parishes, missions, schools and the Pastoral Center this summer. This audit helps us identify parishes in need of improvement with their safe environment documentation. This year there was overall improvement. Included with this report is the Executive Summary as well as copies of audit information. The HayGroup attended the quarterly meeting of Safety Officers in May and included are the minutes of the meeting as well as the PowerPoint used to assist the safety officers. The audit included a sampling of ten volunteers, ten employees and all clergy at each location. Items included in the audit were: applications, screening forms, interview forms, references, signed acknowledgement forms, criminal background checks, internet and computer use forms and training documentation. Our volunteers are not required to sign the computer use form unless their volunteer responsibilities include computer usage.

### Deanery Meetings

We have approximately 80 safety officers in the diocese. Quarterly meetings are held and have proved to be very helpful. Our diocese is divided into eight deaneries, this summer we held a

meeting in each deanery. It has been very popular and allowed us to share ideas and attain a better understanding of some of the needs of the parishes and schools.

### Video Instructions

“Internet Danger Your Safety Net”, in English and Spanish, developed by the Dallas Diocese, won the 2008 Bronze Telly Award.

“Family of Faith”, in English and Spanish, developed by the Dallas Diocese, to be used as part of the initial training program throughout the diocese, has been updated to include Bishop Farrell.

“Teen Mission Safe Environment Training” 2006 was developed by the Dallas Diocese and is still in use by our Youth Ministers for teen training.

## **Diocese of Davenport, Iowa**

Safe Environment Coordinator facilitated training for 11 new Virtus Facilitators (July 2007)

Safe Environment employees attended annual Virtus Training Conference (Aug 2007)

VAC has attended annual VAC conference past three years

Think Tank Meetings began in August, 2005, and continue to meet on a “as needed” basis.

Presentation to Clergy at Riverside Dec. 2005 on the topic of sexual abuse

Outreach Planning Committee - Began May 2006

Outreach to Parishes by the Victim Assistance Program Speaker's Panel began initially by Chris McCormick-Pries and Alicia Owens in November 2005 at St. Ann's Long Grove but the current panel's first presentation was October 2006 at Our Lady of the River, LeClaire. Including the 2005 presentation there have been 9 presentations completed prior to the current audit period and two completed during the current audit period date thus far reaching a total of eleven parishes to date.

Support Group -began July, 2005, and is ongoing.

The Catholic Messenger column by the VAC began March, 2007, and periodical articles continue to be published.

Hope and Healing Ministry began in Feb., 2007 (Committed to Freedom Retreat for Victims of Sexual Abuse), and our VAC continues to make referrals.

## **Archdiocese of Denver, Colorado**

I. Chris Pond conducted meetings with parishes on the subject of Internet safety and addressed text messaging, social webpages, chatrooms and continued to provide resources for parents to further understand the ramifications of internet use as it relates to minors.

II. On March 7 and 8, 2008 the Office of Child and Youth Protection hosted a booth at the “Living the Catholic Faith” conference held in Denver. The conference was attended by parish staff, educators and volunteers, Catholic school educators, staff and volunteers, clergy and parents. Our booth contained literature on the classes we offer, conducting background checks and internet safety.

III. The Office of Child and Youth Protection provided bulletins from both the Virtus and Praesidium programs to clergy on a periodic basis.

IV. Chris Pond traveled to outlying parishes in the Eastern plains on the Western slope and presented the introduction to our new programs, as well as providing additional information on our Code of Conduct with respect to employees and volunteers.

V. A particular parish had experienced abuse from a priest who is currently incarcerated. Chris Pond and others from the Archdiocese of Denver conducted ongoing meetings and the formation healing groups and assisted in creating resources and implementing a program for the parishioners to assist them currently and aid them in dealing with future issues..

VI. Currently reviewing two additional classes for Safe Environment training for children in order to provide more choices for the parishes.

### **Archdiocese of Detroit, Michigan**

1. Revised SE Policy to specify requirements for each group and clarify the reporting process. This policy is awaiting approval by the new ordinary and will then be distributed.
2. After surveying the high school Theology curriculum, objectives were developed and distributed for 11 and 12<sup>th</sup> grade Catholic school students. The Theology curricula include education on personal safety, establishing boundaries and application to healthy relationships. In addition, the State has significantly raised the requirements for graduation. Thus, we saw no need to add more to an already demanding curriculum and believed that if personal safety was integrated into theology, it would have greater impact.
3. Formulated policy for responsibility of seminarians’ training. Our Archdiocese will take responsibility for training the Detroit sponsored seminarians along with those from other countries. The Seminary will verify that entrants from other US dioceses have received the training before they are admitted to the Seminary. This policy ensures that all seminarians have participated in abuse prevention training, since all seminarians do outreach ministry in the community during their formation years. Additionally, this reduces double counting of seminarians across dioceses in the audit.
4. Implemented a Background Certification for teens, since all juvenile records are sealed by the State. Since many teens volunteer through parishes and schools, we developed an alternative method for assuring that they posed no danger to the children or adults being served. The Background Certification form requires 1) the teen to specify any misdemeanor or felony that they have been convicted of, and 2) his/her parent(s) or guardian(s) to co-sign the Background Certification.
5. Adapted the Archdiocesan Criminal Background Check and Safe Environments Policies to our parish and school in Grand Cayman, since the island is under British governance,

immigration screening for is part of the process for clearance for the majority of personnel who come from other countries to teach or work for the parish and school and has no child protection law.

## **Diocese of Erie, Pennsylvania**

In September 2007, our diocesan Office for Protection of Children and Youth distributed 500 “teddy bear” magnets to all pastors, principals and religious education leaders listing the phone number of our state reporting agency for child abuse, *ChildLine*. This magnet will enable these parish and school leaders to have the *ChildLine* number close at hand for any situations which must be reported. May seem a small matter but the ‘teddy-bear’ magnets are seen everywhere.

Our office also submitted an article to our diocesan publication, *Faith Magazine*, informing our diocesan families of the designation of April 2008 as **Child Abuse Prevention** month. This publication, which reaches over 70,000 homes, provided us a far-reaching tool to inform our diocesan families about this designation and to remind them about several safe environment strategies.

Our diocesan web site also hosted an ad for Child Abuse Prevention month, directing readers to our Child Protection website, where the article from *Faith Magazine* was posted. Readers were also guided to numerous safe environment/child abuse educational resources including local and national reporting agencies, parent information, educational interactive sites for children and teens, internet safety sites and information on media literacy relating to television and movies.

Our office continues to work on the production of an interactive training site for in-servicing our employees and volunteers. As discussions about this site continued, it became apparent that this venture of setting up an interactive electronic system should include more diocesan departments to insure that whatever system is set up will be useful to all diocesan offices. Thus, the project has become a diocesan-wide project, involving our Director of Communications, our IT department and various representatives from other offices. The Child Protection office continues to plan and strategize how to adapt its current in-servicing program for electronic presentation.

## **Diocese of Evansville, Indiana**

1. The Diocese of Evansville, St. John the Baptist Catholic Parish in Newburgh, and Albion Fellows Bacon Center worked together to bring a presentation called “Cybersex, the Wrong Side of the Internet” to our area. Our purpose was to increase awareness of the insidious nature of Internet pornography. The audience was priests, employees, parents, volunteers, and professionals from the entire community, not just Catholics. Approximately 200 attended.
2. We published the bulletin announcements provided by the USCCB Office of Youth Protection during the month of April in the MESSAGE and also asked parishes to publish them in their bulletins.

3. Bishop Gettelfinger presided at a healing service in November. All who have been affected by abuse of any kind were invited to attend.

### **Diocese of Fairbanks, Alaska**

(1) Training tapes are signed for the deaf.

(2) The Bishop has held listening sessions in rural Alaskan villages and traveled extensively within the diocese to promote healing

(3) A counselor specializing in the healing of victims gave a presentation which was advertised and open to the Fairbanks community

(4) Assistance was provided to the Archdiocese of Anchorage in facilitating compliance with the Charter for the Protection of Children and Young People.

(5) Diocesan publications including "Ministering" newsletter and website provide information on child/youth protection and reporting abuse

(6) With the filing for bankruptcy protection, expanded advertising is taking place throughout the region.

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

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, Bishop met individually with each seminary candidate as well as all of our current seminarians. He also met with the seminarians as a group during the summer of 2007. Bishop D'Arcy 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.

During the last audit period, Bishop D'Arcy spoke with the rectors of the two seminaries where we send our young men. They have assured him 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 ongoing education and spiritual formation. We have held our Annual Continuing Education Days for our priests in October, 2007; Days of Reflection in both Advent 2007 and Lent 2008 and our Annual Priests' Retreat in June 2008. Bishop also sent spiritually enriching books to each priest for Christmas 2007 and Easter 2008 to assist them in their priestly ministry.

**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. This year marks the end of the fifth year of our diocesan background screening program. This means that priests, deacons, diocesan employees and covered volunteers who were screened five years ago must be rescreened this year as required by our “rescreen every five years” rule.

**REVIEW BOARD.** Bishop D’Arcy attended both meetings of our Review Board and participated in a conference call with the Board during this audit period.

**SAFE ENVIRONMENT.** At Bishop D’Arcy’s request, the Safe Environment Coordinator spoke to the entire Presbyterate in October 2007, explaining her work and the importance of their cooperation at the parish level. She stressed the importance of a diocesan-wide Safe Environment Program and education of children, as well as the screening of all priests and employees. She also sought the priest’s input to assist her in her work. Bishop D’Arcy followed up at this meeting and again at another meeting of the Presbyterate in April 2008, by voicing his full support of this Safe Environment work and that this education, screening, training and reporting must be carefully done at the parish.

The Safe Environment Coordinator has established a comprehensive database to track screening and reporting. She has met extensively throughout the year with all concerned in this effort; i.e., department heads, parish directors of Religious Education, principals, and with the victim Assistance Coordinator. She also held Safe Environment 101 sessions in both major cities of the diocese, offered to any diocesan or parish personnel. She attended both 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 Safe Environment Coordinator attended the National Safe Environment meeting in Seattle, Washington in April, 2008.

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

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

1. The Diocese of Fort Worth produced a brochure published in English and Spanish, “Children, Internet, and Pornography.” This “Prevention Pamphlet for Parents” is designed to help parents understand: a. the risks of children’s use of the Internet; b. warning signs of on-line abuse of children; and c. guidelines and interventions for parents to use if they suspect use of pornography and/or grooming by predators visiting children’s/youth web sites. The brochure is currently being translated into Vietnamese.
2. The Offices of Victim Outreach and Safe Environment arranged for a visit to the diocese by Teresa Kettelkamp. In response to requests from the Victim Assistance Coordinator and

Director of the Diocesan Office of Child and Youth Protection, Theresa met in workshop settings with clergy, Chancery staff, and teachers to update them on developments in research in the field of child abuse, providing a perspective on “Five Years After the Charter.” Teresa was also keynote speaker at a banquet honoring the safe environment trainers of the diocese and members of the Safe Environment Council and the Conduct Review Board.

3. Bishop Vann published a letter in English, Spanish, and Vietnamese, sent to households throughout the diocese, commending the Safe Environment Trainers and all persons for their support of the *Charter* and the “Keeping Children Safe” program.
4. In April 2008, National Child Abuse Prevention Month, Ruth Smith, director of the diocesan Office of Child and Youth Protection, made information available to all parishes in the diocese for parish education efforts. The material included information provided by the USCCB and the state of Texas, to be published on parish bulletins or mailed to parishioners. The information was also available on-line on the diocesan website.
5. In June, the diocesan Office of Child and Youth Protection partnered with the Texas Department of Family and Child Protective Services to present a workshop on “Tips to Keep Your Child Safe During the Summer Months,” complete with materials on the prevention of child abuse for parents to take home.
6. The Victim Assistance Coordinator, Judy Locke, produced an “information sheet” for Safe Environment Trainers to use “When Victims Reach Out to You.” The material contains guidelines for responding to people who attend Safe Environment Trainings who themselves may disclose that they are victims of abuse. The information sheet was distributed to Safe Environment Coordinators to take to their parishes when the Coordinators met in September 2008.

## **Diocese of Fresno, California**

### **TRAIN THE TRAINER**

The Diocese of Fresno partnered with social workers from Child Protective Services in various Counties to provide “Train the Trainer” Workshops. We now have 94 Certified Safe Environment Trainers to provide on site training for our Schools and Parishes.

This development has been highly praised, as it provides training opportunities on a regular basis. Trainees do not have to travel. On site training also cultivates community awareness, as well as providing an opportunity for catechists to discuss the issue collectively within their own parish program with practical application to their specific “environment.”

### **SAFE ENVIRONMENT TRAINING HANDBOOK & POWERPOINT**

The Diocese of Fresno created a Safe Environment Basic Training Handbook and PowerPoint. Each trainee receives a copy of the Handbook, which includes: a Summary of the Charter, an



overview of Child Abuse, Physical and Behavioral Indicators of Abuse, Grooming Techniques, etc., a copy of the Code of Conduct, the Mandated Reporting Form and Instructions with contact numbers of all reporting agencies within the Diocese.

### **EXTENSION OF TRAINING TO REACH ALL CHILDREN & YOUTH**

To ensure that all families are properly resourced, age appropriate Dialogue Activity Guides are now sent home to all families with children/youth in a parish religious education program. This provides resources to the children and youth who were absent the day of the classroom presentations.

### **BISHOP'S EDITORIAL & SAFE ENVIRONMENT REPORT CARD**

Bishop John T. Steinbock broadcasted Safe Environment Updates from KNXT Channel 49, and in written form for publication throughout the Diocese. The Safe Environment Office provided a Safe Environment Report Card to publicize highlights from the compliance audit.

### **GENERAL EDUCATION AND INFORMATION**

The Safe Environment Office provided a resource packet that included "Did You Know" bulletin announcements that highlights our self-generated Safe Environment curriculum, and a bulletin announcement regarding "Grooming Techniques". In addition, other resources were publicized such as Child I.D. Kits available from the American Football Coaches Association in partnership with the Federal Bureau of Investigation.

## **Diocese of Gallup, New Mexico**

The Diocesan Chancellor, who serves as the primary resource for matters regarding the *Charter for the protection of Children and Young People*, gave a presentation to law enforcement of various jurisdictions in an area of the diocese where Catholics represent 41% local population. Among these individuals included the local district attorney, the wardens and other support staff of three prisons, the local chief of the state police, the mayor, the chief of police of two different jurisdictions as well as the county sheriff and one of the sheriff's deputies.

Also included in this gathering were five leaders representing non-Catholic Christian Traditions.

The presentation was on the Charter and how it is implemented and audited in the Diocese of Gallup. After a 45 minute presentation, questions and answers continued for another 1.5 hours.

This group of individuals expressed their deep appreciation and admiration for the accomplishments of the Catholic Church in this local diocese and across the country for the effort represented by the Charter, its implementation and the audit process that give it credibility.

## Diocese of Grand Island, Nebraska

### Community Outreach

- **Child Abuse Prevention Month**  
April 2008 - The Diocese of Grand Island Child Protection Office Outreach Coordinator was a speaker at “Celebrate Parents” an educational event for parents sponsored by the Grand Island Association for Child Abuse Prevention. The title of the presentation was “Keeping our Children Safe Online.”
- **YWCA Program** - The Diocesan Child Protection Office Outreach Coordinator collaborated with the Nebraska State Patrol Internet Crimes Against Children Task Force and The Grand Island Association for Child Abuse Prevention to present internet safety information to children and parents.
- **Grand Island Teammates Program** was provided with resource materials developed by the Diocesan Child Protection Office for use in their youth mentoring program.
- **Community Domestic Violence Programs** – were invited to join the Diocesan Child Protection Office in addressing diocesan clergy at regional deanery meetings. Clergy were provided with resource guides and information regarding faith community response to domestic violence.

### Parish / Catholic Community Outreach

- **Internet Safety Presentations** were provided to volunteers, staff, and parents by members of the Nebraska State Patrol Internet Crimes Against Children Task Force (ICAC). Facilitators used NetSmartz materials and / or materials provided by the Nebraska Attorney General’s Office. In the event that an ICAC facilitator was not available to travel to a parish, staff from the Diocesan Child Protection Office facilitated the presentation. Many parishes opted to provide training to middle school / high school youth and elementary children. NetSmartz materials were utilized for these presentations.
- **“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 facilitated by Investigator Cheri Wilson of the Nebraska State Patrol Internet Crimes Against Children Task Force “Keeping our Children Safe Online.”
- **West Nebraska Register** – The Child Protection Office continues to contribute a column to the Diocesan newspaper on a rotating basis with other Diocesan Offices (approximately 3 times per year) and runs ads including Victim Assistance Information and / or Parent education posters monthly. The West Nebraska Register has run feature articles on Safe Environment topics and parish programs related to healthy relationships.

- **A New Approach to Posting Victim Assistance Information** was utilized to increase availability of information within schools and parishes. Borrowing from the experience of Domestic Violence outreach programs, new posters providing contact information for Victim Assistance were developed. The posters provide tear-off contact information for Victim Assistance Coordinators and are posted in the bathrooms of parishes and middle / high schools across the diocese. Posting the information in the bathrooms provides greater privacy for individuals who wish to access the information. Posters were produced in both English and Spanish and are available on the Diocesan website as well.
- **Increased Victim Assistance and Safe Environment Resources in Spanish** – A bilingual victim assistance coordinator was appointed to work with the Victim Assistance Ministry team. Additional Child Protection Office resources were translated into Spanish. A new director of Hispanic Ministry was hired, who plans to work closely with the Office of Child Protection to provide accessible resources regarding healthy relationships across the lifespan.
- **Diocesan Council of Catholic Women East and West Fall Conference** – The Diocesan Child Protection Office Director addressed the East and West meetings of the Diocesan Council of Catholic women. The title of the presentation was “Promoting Healthy Relationships Across the Lifespan.” Area domestic violence programs presented the presentation, “Domestic Violence: What Churches Can Do.” The Youth Minister from Sidney, St. Patrick’s Parish discussed their “Hands for Growing” Program.
- **Catholic Schools Week** – North Platte Catholic Schools sponsored an assembly for youth and parents by Aaron Davis, entitled “The Power of Choices,” reinforcing healthy relationship concepts and the idea that youth are deserving of dignity and respect.

### **Evaluation / Assessment**

**Initial Training, Child Curriculum, and Reporting Procedures Surveys** were developed to gather feedback from parishes, schools, and programs regarding initial training materials, “Know the Rules for Adult / Child Interactions” Curriculum for children and youth, and Diocesan reporting procedures.

- **Initial Training Surveys** were distributed to facilitators and focused on ease of use of materials for facilitator and response of participants. Retention measures were developed for initial training as well and will be utilized during the next audit period.
- **Child Curriculum Surveys** were distributed to catechists and educators. Survey questions asked respondents to rate developmental appropriateness of materials for the grade level they teach, ease of integration of components into the religious education curriculum, and student response to the materials.

- The **Reporting Procedures Survey** queried pastors and directors of religious education programs. Respondents were asked to report the number of disclosures (of any type of abuse) they had received from children / youth in the past year, since implementation of “Know the Rules for Adult / Child Curriculum,” and in the 3 years prior to implementation. In addition, they were asked to rate the effectiveness of the reporting procedure with regard to ease of use and response.

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

### **Diocesan Website:**

During this audit period, an effort was successfully conducted to produce a new diocesan website. A chief feature is the ease of accessibility when it comes to all matters pertaining to the protection of children and young persons. Visit [www.dioceseofgfb.org](http://www.dioceseofgfb.org) to see our efforts at compliance.

### **Monthly Diocesan Mailings:**

Every month a packet of information is sent to all priests, deacons, pastoral administrators, diocesan staff members, school principals, seminarians, members of diocesan advisory bodies, and other people in diocesan leadership positions (approximately 225 recipients). Here are some selected items pertinent to the audit:

- Every issue (monthly) the Victim Assistance Coordinator includes an article from the VIRTUS website for pastors to duplicate and make available for parishioners’ ongoing education.
- October 2007 Mailing: Pastors were supplied with sample materials to conduct “Parish Healing Services for Victims of Abuse.” These two samples came with instruction on how the diocesan staff facilitate in conducting these services: “Prayer Service for Repentance and Hope” and “Prayer Service for Peace and Healing.” Scripture readings and leaders’ materials were included.

### **Promotion of National Child Abuse Prevention Month**

A memorandum was mailed to all pastors and pastoral administrators to utilize “Promise to Heal, Pledge to Protect” information in the parishes.

## **Diocese of Harrisburg, Pennsylvania**

1. The Diocese of Harrisburg created a plaque for all employees and volunteers working with youth listing the steps for reporting child abuse. They were distributed through the Churches, schools and Catholic Charities offices to volunteers and employees. They are also placed in a visible area in each of these locations.  
The plaque is in both English and Spanish.
2. July & August of 2007 meetings were held for pastors, parish staff, school administrators and diocesan staff to explain new reporting requirements in the Commonwealth of Pennsylvania. Booklets were also distributed in Spanish and English summarizing the changes to all personnel, volunteer and paid working with youth. The booklet helped clarify the changes in the law and diocesan procedures.

## **Archdiocese of Hartford, Connecticut**

Office of Safe Environment Tri-fold brochure distributed to all parishes and diocesan schools; to be displayed in key areas for easy public access, i.e. rectory office, church vestibule, school waiting room, etc.

Distributed USCCB poster to all parishes and schools for them to display in a prominent area; includes contact information for Victim Assistance Coordinator preprinted for their convenience

Monthly article in Archdiocesan newspaper (*The Catholic Transcript*) regarding the Office of Safe Environment latest news as well as articles from VIRTUS training and the *Child Lures* Program

Members of the Safe Environment Office recorded television shows for the Archdiocesan Office of Radio and Television, spotlighting background checks, VIRTUS training and the *Child Lures* Program

Attended Region I meetings for Gavin Group audit updates and met with Region I Victim Assistance Coordinators

Attended Deanery Meetings to further inform pastors/parochial vicars/administrators of the continuing efforts of the Office of Safe Environment

Three training sessions held in November, 2007, to train principals, teachers and directors/coordinators of religious education in the *Child Lures* Program

Continuing to present exclusive training sessions for Eucharistic Ministers in parishes who minister to vulnerable adults, focusing on elements of protection of the elderly and reporting procedures.

Information was sent to parishes to be used in April, 2008 for Child Abuse Prevention Month, as designated by the United States Conference of Catholic Bishops. Materials included a liturgy guide, a news release for a bulletin insert, and a "Pledge to Heal" poster to be displayed in a prominent place in Church.

## **Diocese of Honolulu, Hawaii**

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

During the month of April, parishes and schools were provided with the most updated statistics of child abuse cases in the State of Hawai'i. They were given prayers of intercession each week for four weeks which could be used at Sunday Masses. They were also provided with a short informational piece entitled "Did You Know" covering a variety of topics from "The Prevalence of Abuse in Society" to "Internet Safety for Kids". These brief articles could be cut and pasted into Parish bulletins, School newsletters, etc.

### **Safe Environment Parish Bulletin Announcements**

A continuation of the April "Did You Know" articles, each month, subscribers of the diocesan e-Newsletter are provided with this article. To date, the response has been well received. A number of Parishes have published the article in their Parish bulletin.

### **Men's March Against Violence**

October is celebrated nationally as *Domestic Violence Awareness Month*. The Diocese of Honolulu's Victim Assistance Coordinator, Joseph Bloom is founder of this event. The 2007 event was entitled: "**Dispelling The Myths of Domestic Violence**". Hawaii is the only state that holds this annual event. The **Men's March Against Violence** encourages men to speak out against violence, and acting on our belief that in order to bring an end to violence, we must all be involved. Last year, over 100 men, women, and children participated in the march. Bishop Larry Silva, Fr. Marc Alexander, Vicar General and Fr. Khanh Hoang, Vicar for Clergy are among some of the men from the diocese who participated in the event.

## **Diocese of Jackson, Mississippi**

The Diocese of Jackson requires an initial training within 60 days of employment/volunteer services. A training review for all active employees/significant volunteers is required every two years. A new criminal background screening is initiated on each active applicant every five years in order to keep current with the prevalent topic of child abuse. Safe environment training programs are available to employees/significant volunteers in English and Spanish. All children/youth are trained in safe environment on an annual basis. During the audit period, an expanded curriculum and lesson plan was offered to children/youth.

There were four Training the Trainer Workshops held in various areas of the Diocese during the audit period. The workshops were very well attended by a total of 116 new trainers.

In recognition of Child Abuse Prevention Month in April, a local television affiliate aired a story on child abuse and prevention. The Diocesan Protection of Children Office staff participated in a segment of the story and emphasized the commitment the Church has in creating "safe environments" for the children in the Diocese.

### **PROJECT SAFE CHILDHOOD:**

Diocesan Protection of Children staff attended the workshop sponsored by the United States Attorney's Office in Jackson. The workshop focused on keeping children safe on the internet and internet social networking/prevention indicators.

### **PROMISE TO PROTECT SEMINAR:**

Diocesan Protection of Children staff attended the seminar sponsored by USCCB Office of Children and Youth. The conference provided a wealth of information relating to the growth and awareness of child pornography on the internet.

The Diocesan Newspaper, Mississippi Catholic, publishes quarterly a statement outlining the Diocese's commitment to ensure that children 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 article. Additionally, the article instructs the reader to refer to the Diocesan website for policies and procedures in providing a safe environment for children. All churches are requested to publish the statement in their church bulletin on a quarterly basis.

A future goal for the Diocesan Protection of Children Program is on-line adult safe environment training review and certification. The Protection of Children Office consistently researches age-appropriate safe environment training material in order to keep the program current and varied.

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

To verify compliance with safe environment compliance, each of the deans (or a designated representative), audited parish safe environment records.

All new employees, extern priests, seminarians and diaconal candidates are required to undergo fingerprinting rather than a name-based criminal background check.

Additional statements, relating to compliance with safe environment requirements, were added to the required letter from the pastor to the Bishop.

The *Pastoral Policy Regarding Sexual Abuse of Minors* was revised and became effective July 1, 2008.

For ease of reference, information relating to safe environment issues that was in addition to the *Pastoral Policy Regarding Sexual Abuse of Minors* and the *Standards of Behavior for Those Working with Minors*, was compiled.

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

In April 2008, in recognition of Child Abuse Prevention Month, we distributed a CD and materials to all pastors containing a brochure, bulletin announcements, liturgy guide, prayer card, poster and an order form for additional printed materials put together by the Secretariat of Child and Youth Protection of the USCCB in another effort to continue supplying information to our parishioners regarding awareness education and prevention.

The Archdiocesan Anti-Pornography Initiative, "*As For Me and My House*" continues to be utilized in our parishes. The number of Catholic Men's Accountability Groups has grown to six and we have one Catholic Women's Support Group for women whose husbands are involved with pornography that meets weekly. The Family Life Office is currently developing a program for women who are involved with pornography.

Brochures and handouts have been designed or updated and continue to be distributed to parish and schools and at meetings of principals, teachers and parish administrators.

- *Reference Manual to Assist in the Implement & Compliance for the Protection of Children & Youth* (this manual is distributed to our local parish/school coordinators as a guideline and reference tool).

- Brochure entitled, '*A Plan to Protect God's Children*', defining who is required to have safe environment training (Adults & Children) and who is required to have a background check.
- Brochure describing how to do a background check
- Distribution of a brochure from the KBI (Kansas Bureau of Investigation) on Child Abuse and mandated reporting.
- Distribution of a *VIRTUS Protecting God's Children Quick Reference Guide* which details warning signs, access control, program monitoring, awareness, communication of concerns, and instructions and contact information for reporting abuse or neglect of a child.
- Distribution of a quick reference card containing an overview of '*A Plan to Protect God's Children*' on one side and reporting instructions and contact information for diocesan officials, Catholic Charities Counselors, and the Kansas Department of Social and Rehabilitation Services Child Abuse Hotline.

VIRTUS Protecting God's Children for Adults awareness session training dates and locations are posted on the Archdiocesan website and also listed periodically in the Archdiocesan newspaper, the LEAVEN.

Staff sent to the Audit Workshop.

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

- We have updated and redesigned the diocesan website this year and have placed lots of information under Safe Environment to share what we are doing as a diocese with the public.
- Additional safety programs were delivered as part of the curriculum in many of our Catholic Elementary and High Schools. This was in addition to the programs required and selected by the diocese. They are delivered by counselors, nurses or other agencies.
- Our private elementary school and 5 private high schools, though not required since they are not under diocesan jurisdiction, have been included in training adults to administer safety programs for staff and students. They all participate and even send reports to record the training they are doing. Those numbers are not included in our chart.
- Mary Frances Horton, Safe Environment Coordinator, joined a local public radio talk program on abuse of children knowing it would point fingers at the church so we were able to publicize the safety measures we are taking in our diocese and the US Catholic dioceses.

### **Diocese of Knoxville, Tennessee**

A. The Diocese of Knoxville's Office of Hispanic Ministry has taken a great stride in assuring that the leaders in the Hispanic community who are serving at the parish level are aware of the program "Protecting God's Children" and the availability of VIRTUS training in Spanish. We have worked on the following areas during the past fiscal year:

1. Assigned Spanish-speaking contact person at diocesan level to receive reports/referrals about possible sex-abuse situations.
2. Trained three bilingual VIRTUS facilitators.



3. Assigned one lay person to be the VIRTUS coordinator for Hispanic Ministry at diocesan level.
4. Conducted bilingual and Spanish-only VIRTUS sessions.
5. Enlisted University of Tennessee intern to develop on-going update materials (VIRTUS ) for participants without internet access.

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

1. The Diocese of La Crosse leases unused property to non-Diocesan tenants. If those tenants serve children, the Diocese requires, as a lease condition, that they implement and follow a safe environment program modeled after the one in the Diocese of La Crosse.
2. The Diocese of La Crosse enters into contracts with various vendors who supply goods and services to Diocesan entities. During this last audit term, the Diocese has incorporated a safe environment vendor requirement for any providers of goods and services who may have substantial contact with children.
3. The Diocese of La Crosse has put the safe environment materials on the Diocesan website including the Revised Policies and Procedures, the Complaint form (in English, Spanish and Hmong), the Safe Environment Program, the training materials used by the Diocese in training its agents and children and young people.
4. The Diocese of La Crosse promulgated Prayers for the Faithful specifically covering victims of child sexual abuse which were read at all liturgies in the Diocese of La Crosse.

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

- All of our locations provide annual “refresher” sessions for clergy, lay employees, volunteers, etc.
- Education sessions are also presented at the annual clergy regional meetings
- We conduct regional meetings of Safe Environment Coordinators to keep them abreast of new resources, address concerns, etc.
- Our diocesan coordinator, along with a representative from the Louisiana Department of Social Services, was interviewed for the diocesan television program, “To Tell the People”.
- A representative from the Louisiana Department of Social Services has presented “Mandatory Reporter” trainings for all of our safe environment coordinators.
- As part of a ministry fair, our diocesan coordinator addressed key representatives from each of our church parishes where she focused on the ongoing Safe Environment programs being offered throughout the Diocese, both at the church parishes and the schools.
- We have recently committed to purchasing the “Circle of Grace” (Archdiocese of Omaha) education program to be used as an additional resource for our K-12 students in religious education programs and catholic schools.

## **Diocese of Lake Charles, Louisiana**

1. The weakest aspect of our training has been the training of our children & youth. To remedy this, we have just purchased the children & young people training program called *Circle of Grace* from the Archdiocese of Omaha. This will replace the “home-cooked” training program which was dependent on secular resources to which we then expected our catechists (many of whom are not professionally trained educators in the parish programs) to add Catholic moral teachings. *Circle of Grace* will provide all our catechists (Pre K – 12) with excellent lesson plans infused with Catholic Catechetical Standards. We will now have excellence and consistency throughout the diocese in our youth Safe Environment training.
2. Our policy requires **annual** update training for all clergy, employees, volunteers, and youth. The adult update training is facilitated and tracked through a web-based program on our diocesan web site. Since budget restriction prevented us from affording a program such as *Virtus* we managed have someone write a component to make annual training lessons accessible to all adults in our diocese who minister to our children & youth. In October we will unveil a new and impressive diocesan web site. I foresee even better capacity for effective communication and collaboration with those who are on our Safe Environment lists.

## **Diocese of Lansing, Michigan**

The Diocese of Lansing provides a number of opportunities for people to heal spiritually when they have been the victims of sexual abuse by a priest or someone representing the church. The purpose of the healing retreat program is to present a safe environment where persons who have been abused by priests or others representing the church may present their woundedness and begin the process of healing.

The weekend format provides an opportunity to acknowledge the resulting pain, anger and other destructive emotions that have been a source of stress over many years. It provides the expertise of facilitators experienced in psychotherapy and spiritual direction. Through the bi-annual days of reflection, the participants become part of a community that is supportive of each person’s progress toward healing. Many have found great comfort and relief in reaffirming their Catholic faith and returning to the Sacraments. The facilitators are convinced that this ministry is consistent with Jesus’ example of healing the wounded.

Retreats are offered for victims who were sexually abused by someone other than a priest or someone representing the church. These retreats follow the same format as described above.

Between 7/1/07 and 6/30/08, we have held two Healing Retreat Follow-up sessions. On 12/9/07, there were 5 attendees and 2 staff. On 5/18/08, there were 10 attendees and two staff. The next Healing Retreat is scheduled for 9/19-21/08 with a follow-up session scheduled for 9/28/08.

Besides the *Time to Heal* retreats, the diocese now provides “follow-up.” Again, these follow-up days of reflection are very helpful for people striving to put their lives back together as a result of sexual abuse.

In these healing retreats, Bishop Mengeling has been a very prominent and effective participant. The people who have made the retreats have found his presence to be very important and helpful.

The diocese participated in the CARA survey, as well as surveys from the USCCB Office of Child and Youth Protection.

The diocese participated in the Child Abuse Prevention month (April) by distributing posters to each parish, which contained information about whom to contact if abused or victimized by someone representing the Catholic Church. The poster and other materials were sent to us by the USCCB Office of Child and Youth Protection. We have published the information contained on the poster in *FAITH Magazine*.

We are in process of preparing an article to be published in *FAITH Magazine* (September '08 issue) regarding the steps the church has taken to create and maintain a safe environment for our children and vulnerable adults.

Prior to his retirement, Bishop Mengeling, appointed a committee to address the pastoral challenges of pornography in our society. This committee is currently developing a variety of pastoral resources for adults, parents, young adults, middle school and high school teens, and children.

Several of the diocesan Catholic schools participated in the state Attorney General's Cyber Space Initiative. The Michigan Cyber Safety Initiative (Michigan CSI) is an Internet safety education program with presentations for kindergarten through eighth-grade students and community seminars. The Attorney General's office has developed video tutorials and more to help keep children safe from Internet predators.

The owners of a professional cleaning company attended the VIRTUS Protecting God's Children Awareness Session for Adults at one of the diocese's parishes. They were so impressed with the program they asked us to present it to their employees. In fact, they are making the program mandatory for their employees. We have arranged for the employees to attend a session at a nearby parish. This will be on-going.

The Diocese of Lansing hosted VIRTUS facilitator training in August, 2007. Participants were from the Lansing, Grand Rapids, Kalamazoo and Saginaw Dioceses.

### **Diocese of Laredo, Texas**

Eight new practices were initiated following the last Audit. These included:

- ◆ The issuance of a Decree promulgating the Safe Environment training and practices in the diocese by His Excellency James A. Tamayo, D.D.

- ◆ A new Safe Environment Training was developed and initiated including a reporting system.
- ◆ The Official Monthly Diocesan Newsletter along with Parish Bulletins includes inserts referring to the Safe Environment Diocesan Practices.
- ◆ In addition to the radio announcements, a clear insert on the diocesan website is now in place.
- ◆ Safe Environment Posters delivered to every parish were placed in strategic areas where the parishioners can view them.
- ◆ The “notice of concern” was revised and includes both English and Spanish versions.
- ◆ The Safe Environment Curriculum includes ample and complete sections for children, parents, teachers and Religious Education Coordinators.
- ◆ Finally, the Diocesan Review Board approved the revised Safe Environment Curriculum. This is the New Diocesan Training for employees and Ordained Ministers, and the Policies and Procedures.

These are the major additional changes and actions taken by the Diocese of Laredo since last November

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

To help each parish and School comply with the documentation requirements of Article 12 of the Charter for the Protection of Children and Young People, Virtus has been designated as the one database that will indicate all areas of compliance. Each parish or school received an on site visit during the year, or if in a remote location, a conference call was made. Consultations were made with each individual safe environment coordinator instructing them on the use of Virtus to access information on background checks, receipt of standards of conduct, and attendance at approved programs safe environment for adults and minors. A thorough analysis was made to discover those persons who were no longer active as volunteers and employees yet were still shown as active in Virtus. These individuals were inactivated in the system which resulted in an easier evaluation of compliance. Those parishioners who had taken Virtus but had not been activated were researched through past sign in sheets and activated in the Virtus system. The diocese background check information was transferred to the proper individuals in the Virtus system in order to quickly allow the coordinator to identify anyone who may need a background check. Additionally, the diocese records of receipt of standards of conduct were matched to the individual’s information in Virtus. It is now possible for each local safe environment coordinator to quickly verify Protecting God’s Children attendance, verify background check compliance, and assure that the volunteer or employee has been made aware of the Diocesan policy on conduct. Adjustments were made within the Virtus System to allow each Safe Environment Coordinator to view the status of individuals who are visiting or transferring from another parish. The individuals responsible for conducting safe environment training for children, Touching Safety, were shown how to post the numbers of children trained, opted out, or absent, to the Virtus web site. By posting the information at Virtus the Diocese Safe Environment Coordinator is able to quickly identify any locations that may be having difficulties with compliance.

To better fulfill the directive of article 12 that adults know how to make and maintain a safe environment for children and young people, the Diocese of Las Vegas invited each parish and school to have a facilitator trained so that there would be a true ease established for adult volunteers and employees to participate in Protecting God's Children workshops. With the approval of Virtus, two facilitator trainers from the Diocese of Reno agreed to conduct a two day training at the Catholic Center. The trainers from Reno did an outstanding job and they were in agreement that our candidates were an outstanding group. All fourteen new facilitators are volunteers and showed great enthusiasm for the serious commitment of this task. Two facilitators were trained with the intent that they would train at any parish or school that did not have their own facilitator. The number of training sessions offered has quadrupled over the previous year. The large number of training sessions scheduled for the fall will make it easy for the schools and parishes to fulfill their awareness requirements. The Diocese had previously conducted Protecting God's Children in Spanish using a translator. A Spanish language facilitator was trained in the February seminar. All Local Safe Environment Coordinators were made aware that we would conduct our first entirely Spanish, Protecting God's Children Seminar. Parishes were requested to promote the program to all those in need of Spanish Curricula. We conducted the Spanish presentation at Holy Family Parish: it was a great success. Now, any Parish or School in the Diocese may request the presentation in Spanish and will be accommodated. The time and location for future Protecting God's Children presentations are easily found on both Virtus and Diocesan websites. With a goal that each parish and school will have its own facilitator we have nominated a facilitator trainer candidate to Virtus, whose qualifications they have accepted, and are hopeful that shortly we will have our own facilitator trainer.

To insure that each child in religious education and Catholic school class was given the opportunity to attend a "safe environment program" for youths, each parish or school was again visited to insure that compliance was attained through the presentation of Touching Safety. Consultations were made with individual safe environment or religious education director instructing them on the importance of allowing parents to "opt out". Directions were given on how to access the "Opt Out" letter, overview of the presentation, and the actual curricula itself on the Virtus website. Each location was given the Touching Safety introductory DVD to ease any fears the instructor might have concerning the material. Many parishes and schools accepted the diocese's offer to present to their teachers and catechists an overview of the program and its merits by the Diocesan Safe Environment Coordinator. Special attention was given to discovering the successes and problems that had occurred at each location in order to diagnose those areas that needed improvement, and to communicate the greatest areas of success.

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

From July 1, 2007 to June 30, 2008 the Safe Environment Coordinator Teri Tribby traveled to parishes in Pochontas, Hot Springs, Searcy, Texarkana, Russellville, Sheridan, West Memphis, Blytheville and in the greater Little Rock area answering questions, educating staff and volunteers and auditing parish records.

In April, 2008 for the Spring Continuing Education for Clergy the following programs were presented to all priests of the diocese.

VIRTUS Keeping the Promise Alive Refresher Program followed by a discussion What to do when the offender is a parishioner; Reporting Abuse.

Mr. Todd Hudson, Special Agent with the Little Rock Bureau of the FBI gave a presentation on Internet Crimes against Children with a question and answer session that followed.

Deacon John M. McAllister, Chancellor for Canonical Affairs for the Diocese of Little Rock and Teri Tribby, Safe Environment Coordinator for the diocese gave a powerpoint presentation on the USCCB Charter Overview and a presentation on the USCCB Parish Audits for 2008 and 2009 with a question and answer session that followed.

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

- During the last audit period, Victims Assistance Ministry offered two 2-day seminars entitled “A Faith-Based Response to Adult Survivors of Childhood Abuse and Neglect.” What was unique in these sessions is that we offered it to persons abused by persons other than clergy. This healing opportunity was seen as most helpful by persons in our parishes, and they were grateful that the Church was working to address this issue beyond clergy.
- Victims Assistance Ministry made a presentation at the High School Campus Ministry Conference Day on “How to Handle Sensitive Information Shared on High School Retreats.”
- Victims Assistance Ministry attended a City of Los Angeles Inter-Agency Council on Child Abuse and Neglect monthly meeting to offer our support. In addition, our Archdiocesan General Counsel was a keynote speaker at the Court-Clergy Conference for the Valley Interfaith Council addressing issues of abuse by church-personnel.
- The Archdiocese is working with the City Attorney’s Office of the City of Los Angeles and will be the lead participant in an all day interfaith Summit on January 8,2009 organized to address how faith communities are--- and should--- report, prosecute, mitigate and provide victims assistance in matters of abuse and neglect of minors. This is the third Summit; the prior Summits have focused on public schools and hospitals. The Summits regularly attract about 300 senior management as participants. The City approached the Archdiocese and we view the approach as a tangible recognition of the leadership efforts being taken by the Catholic Church under the Charter and Norms and an opportunity to share our efforts and programs with other faith leaders.
- The Archdiocese of Los Angeles shared the “Did You Know” child sexual abuse prevention bulletin announcements in English and Spanish with the USCCB Secretariat of Child and Youth Protection. These announcements were used in the “Keeping Our Promise to Protect” for the “April is Child Abuse Prevention Month” resource packet that was sent to Bishops across the United States.
- Each of the 289 parishes in the Archdiocese of Los Angeles was sent the “2008 Parish Audit Compliance Report” to be completed by the pastor and Safeguard the Children Committee

and return to the Safeguard the Children Office. In addition 60 parish/school sites were chosen at random for a 1½ hour pre-audit visits. These visits included verification of information on the 2008 Audit Compliance Report as well as sharing the progress that had been made over the past year.

- All VIRTUS® Facilitators, Safeguard the Children Parish Committee Chairs, VIRTUS® Teaching Touching Safety Coordinators and Teaching Touching Safety Leadership Trainers, Good-Touch/Bad-Touch® Site Coordinators, Pastoral Associates, Parish Business Managers and Bishops Offices have been put on computerized contact lists. New policies and procedures, programs, events, trainings, resources, etc. are now sent to this network on a quarterly basis or as the need arises. By computerizing these key people information can efficiently be disseminated within minutes thus improving communication and eliminating the need for hardcopy mailings which saves both time and money.

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

New Data Base – We are in the process of developing a new data base for the Office of Safe Environment. The data base will be interactive which will allow us to communicate electronically with parish and school Safe Environment Coordinators. The Coordinators will have privileges on the webpage that will allow them access to their parish and school information. They will also have the ability to update their compliance reports from their location. This is a huge project that was started in the fall of 2007 and will continue to be developed and integrated into parishes throughout 2008 and 2009.

Web page - In the fall of 2007 a separate webpage was developed for the Office of Safe Environment, previously information was available on the main diocesan website. Information on the webpage includes contact information, a description of the services of the Office of Safe Environment, duties of the Parish Safe Environment Coordinator, forms that can be downloaded for reporting compliance and calendared events. The Web Page will also be our main communication system which will allow us to electronically communicate with every person responsible for programs involving children. You can access the web page by going to [www.madisondiocese.org](http://www.madisondiocese.org) and clicking onto the Office of Safe Environment icon.

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

#### Safe Environment Conference

On Saturday, March 8, 2008, the Office for Ministerial Conduct held its fourth annual diocesan-wide conference of approximately 75 Safe Environment Coordinators, Safe Environment Council members, training facilitators, pastors, principals, and staff members involved in the implementation of the Diocese of Manchester's safe environment programs and policies. The theme of the conference was: *Promoting a Safe Environment: Working Together to Fulfill the Mission and Ministry of the Lord*. The conference included presentations by Bishop John B. McCormack, Sr. Mary Angela Shaughnessy, SCN, JD, Ph.D., who spoke about "Avoiding the Appearance of Impropriety" and how to keep appropriate boundaries in ministry,

and Melissa Royer, who gave an overview of her work on internet and computer safety training for children and their parents.

The purpose of these annual conferences not only is to 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.

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

Since 2005, the Diocese of Manchester has distributed 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. These cards were originally developed so that people viewing the posters could discreetly obtain the telephone numbers. However, they are also distributed through the *Protecting God's Children* training sessions to all employees and volunteers who regularly work with minors so that they can carry these telephone numbers with them in their wallets.

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 below), the Safe Environment Compliance Coordinator 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.

### Site Review Process

Since 2006, the Diocese of Manchester Compliance Coordinator and her staff have been making site visits to diocesan parishes, schools, and summer camps to verify compliance with all safe environment policies and procedures. The Coordinator has developed a site review plan that provides for a site visit at least once every three years (and more frequently if needed). The site visits include viewing documentation, interviewing pastors, principals, safe environment coordinators, and catechetical leaders, and preparing monthly reports and an annual report to the diocesan bishop and Diocesan Review Board. During the site visits, the Coordinator 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.

#### Parish Bulletin Advertisements

In 2006, the Office for Ministerial Conduct made arrangements 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

In February 2008, the Diocese of Manchester began publishing and broadly distributing an electronic newsletter. This newsletter is published on a bi-weekly basis and contains news, events, and articles about diocesan activities and programs. In every issue of e-news, the Office for Ministerial Conduct includes bulletin announcements and/or announcements about meetings, articles about child safety, “best practice” tips, reminders about important deadlines, and other items regarding our efforts to promote a safe environment in the Church. The current and archived copies of e-newsletters can be found on the diocesan website: <http://catholicnh.org/news-events/>.

The newsletter articles and announcements are intended not only to provide reminders and tips to those who are responsible for implementing our safe environment programs and policies. The articles and announcements also are intended to communicate to the broader community the commitment that the Diocese of Manchester has made to making safe environment a permanent part of Church ministry.

#### Renewing Our Promise Bulletin

In order to provide ongoing training to those who work with minors, the Diocese of Manchester developed a refresher training bulletin known as *Renewing Our Promise*. The bulletin was initially distributed in 2006 and continues to be distributed to all new volunteers and employees who will work with minors. The bulletin contains information about how to report suspected abuse, the steps one can take to ensure a safe environment, how to respond to a disclosure of abuse, and other child safety information.

## Child Abuse Prevention Month Efforts

During April 2007 (Child Abuse Prevention Month), the Diocese of Manchester website featured child safety information, articles, and links on its main page every week. Some of the items featured were: a downloadable coloring book entitled, “*Being Friends, Being Safe, Being Catholic*” (adapted with permission from a coloring book of the same name originally published by the Archdiocese of New York); articles about how to report abuse, how to respond to a disclosure of abuse, and how to obtain outreach services for victims; downloadable pamphlets and guides for parents; and information regarding internet safety.

### **Archdiocese of Miami, Florida**

1. The Archdiocese of Miami conducted a Virtus Training workshop for volunteers and employees of “Food for the Poor”, an international relief agency comprised of many different denominations. While this organization is not affiliated with the Catholic Church or the Archdiocese of Miami, its Vice President requested some assistance in this area and we agreed to provide a facilitator. The number of adults trained was 125.
2. Effective January 1, 2008, the Archdiocese of Miami removed the \$43 fingerprinting fee every employee, volunteer, et al for a national background check thru the Florida Dept. of Law Enforcement and the FBI.
3. Effective April 2008 the Archdiocese of Miami established 6 remote locations to facilitate the fingerprinting process for volunteers, employees et al. Again, the Archdiocese absorbs the costs associated with these locations as well as the individual’s cost for processing.

### **Archdiocese of Milwaukee, Wisconsin**

- The Independent Mediation System continued in place and mediation sessions with ten individuals were completed during the audit period.
- Two special training sessions were held, one for Pastors and Parish Directors on “Healthy Boundaries in Today’s Ministry” (October 11, 2007) and one for major superiors on “Sex Offender Profiles” (November 29, 2007).
- On site visits to parishes and schools continued to confirm compliance with safe environment standards.
- Safe environment standards for home-based programs were developed and promulgated and stricter standards for volunteer training were issued.
- A training on Sexual Assault and Mandatory Reporting was given Diocesan wide to High School Principals, Guidance Counselors and other staff (May 9, 2008).

### **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. This allows a reporting party to remain anonymous during the process and allows the Diocese the opportunity to ask questions of the reporting party through this method. Please see [www.dioceseofmonterey.org](http://www.dioceseofmonterey.org) for more information and a link to EthicsPoint.

2. Sr. Patricia Murtagh, IM, Director of the Department for the Protection of Children and Young People, has put on numerous conference to inform parents about child abuse and prevention.
3. The Diocese of Monterey publishes a monthly news letter, What's Happening in the Diocese of Monterey?" In this newsletter, the Diocese reminds employees about the need to clear every priest who comes to the Diocese from outside – whether for one mass or longer. We have also included Dos and Don'ts for Safe Environment included in the newsletter
4. Sr. Patricia Murtagh, IM maintains a lending library of materials on safe environment, child abuse and related subjects which may be lent out to parishes and schools.
5. Sr. Patricia Murtagh, IM presented training for catechists so that they can train children in Safe Touch/Unsafe Touch.
6. A Safe Environment Checklist was sent to all parishes to assist them in complying with the Diocese of Monterey's Safe Environment Program.
7. Sr. Patricia Murtagh attended the National Conference for Diocesan Directors in Seattle Washington.
8. Sr. Patricia Murtagh and Susan Mayer attending the Child Pornography Workshop in Washington, D.C. in September 2007.
9. Bishop Garcia sent out a letter to all parishes and schools reminding them of the importance of the Safe Environment Program.

## **Diocese of Nashville, Tennessee**

### **Parent Consent at time of Registration**

Parental consent for child safe environment training at time of religious education program registration makes it possible to have immediate documentation of declination and have the opportunity to explain the program to those parents who need explanation. If a parent wishes to opt out a workbook can also be provided for the parent to conduct the training at home.

### **Pastor Appointed Safe Environment Coordinator**

Pastor appointed parish safe environment coordinators have made the compliance process smoother. The parish appointed safe environment coordinator provides needed oversight to maintain the established program and can attest to each parish's level of compliance on a quarterly basis. This frequent review of training and compliance helps with the oversight of the program and deficiencies can be identified and addressed in a timely manner.

### **Safe Environment Committee**

The Diocesan Safe Environment Committee constituted by the Bishop of the Nashville Diocese whose mission is to be a service resource to the Diocese, the Diocesan Review Board, and the

designated parish and institution Safe Environment Coordinators regarding the various aspects related to the promotion of safe environments for children and young people within the diocese and whose members shall include the following: the Diocesan Victim Assistance Coordinator, the Superintendent of Catholic Schools, the Diocesan Director of Communications, the Diocesan Director of Human Resources, the Director of Social Services Department of Catholic Charities of Tennessee, and the Diocesan Attorney. The chair of the committee serves as the Diocesan Safe Environment Coordinator.

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

The “**10 Commandments of Internet Behavior**” were composed and produced (in a cooperative effort) by the Communications Office, the Office of Religious Education and the Catholic Schools office of the Archdiocese. These “Commandments” were then printed on mouse pads and made available to parishes, schools and religious education in parishes. The purpose of the “10 Commandments” is to raise awareness among youth about the dangers of the internet and to encourage “safe computing” when on the internet.

If we can get a mailing address we will be pleased to mail one of the mouse pads. Anyone in any diocese who wishes may use this for their own “safe environment” efforts for youth.

Monthly bulletin “Alerts” published in the archdiocesan Pastoral Bulletin.

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

- The Archdiocese has implemented through the Parish Internal Audit department, an internal, on-site review/evaluation of all safe environment policies and procedures for parishes on a random and rolling basis. \*Please see the “*Parish Internal Audit Program*” copied and pasted below (2 pages).
- The Archdiocese continues to request and conduct background from all teachers who are “grandfathered” / exempt from current state fingerprinting requirements.
- The Archdiocese continues to invite parents and other local faith communities to our Protecting God’s Children Workshops and encourage their participation along with employees and volunteers of the Archdiocese.
- The Archdiocese distributes to all PGC participants as well as others, a “Protecting God’s Children Quick Reference Guide” illustrating the important information from the PGC program, as well as information on NJ Statutes and how to report abuse in New Jersey.
- The Archdiocese has maintained its agreement under the Memorandum of Understanding with the four county Prosecutors with the promise to exchange information freely.
- The Director for the Office of Child and Youth Protection, along with the Victim’s Assistance Coordinator, meet regularly with Safe Environment representatives from the four other dioceses within NJ to share ideas and information.

Prepared by: \_\_\_\_\_

Reviewed by: \_\_\_\_\_

Parish # : \_\_\_\_\_

**PARISH INTERNAL AUDIT PROGRAM**  
**PROTECTING GOD'S CHILDREN COMPLIANCE – Step #23B**

Identify the parish staff member who is responsible for ensuring all employees and volunteers comply with Protecting God's Children/Criminal Background Checks: \_\_\_\_\_

Determine that this person has ready access to the Pastor's Administrative Manual which documents all program compliance requirements.

In compliance with the Protecting God's Children Charter Article 2, ascertain that the parish retains documentation supporting that it discloses the procedures for making complaints of sexual abuse in printed form in all languages that the liturgy is celebrated at least annually. Printed form may be published in the parish bulletin or disclosed in a poster in a parishioner assessable area of the church.

Ascertain the personnel files of all employees include an employment application and a signed acknowledgment of the Code of Conduct.

Ascertain evidence of criminal background checks and Protecting God's Children compliance is on file for all parish employees who interact with children. (Note in a school environment all employee should comply. Any exception should be discussed with Audit management) (NOTE: Documentation for clergy compliance is maintain in the Office of Clergy Personnel and is reviewed by an independent party.)

Ascertain the method by which parish identify volunteers who interact with children. (Volunteers may include, but not be limited to, CCD instructors, youth ministry assistants, sport coach /referees etc, class parents, home school members, language school staff ) Determine personnel files have been established for these individuals and contain a volunteer application and evidence of criminal background checks and Protecting God's Children compliance. Here's a question...what about professional staff not paid by the school such as nurses, counselors, tutors etc paid by grant monies?

Documentation Requirements:

**Criminal Background Checks:**

*(Must be completed prior to date of hire or volunteerism)*

- Disclosure and Authorization Form
  - ChoicePoint Letter from Parish to individual citing results of ChoicePoint verification or a copy of the positive ChoicePoint result.
- Or**
- The above two requirements may be substituted with fingerprint verification form for teachers only.

**Protecting God's Children:**

- Protecting God's Children Training Certificate

**Internal Controls:**

In the event of a negative response from ChoicePoint, is the Director of the Office of Child and Youth Protection notified immediately for further action?

Y \_\_\_ N \_\_\_

Is a mechanism in place to identify and record parish volunteers who interact with children? Y \_\_\_ N \_\_\_

## **Diocese of Norwich, Connecticut**

- Safe Environments Reviews have begun, which involve a reviewer going to each parish, school, ministry office, and institution to evaluate how the respective party is meeting or exceeding diocesan standards. Areas of evaluation include records and record keeping, follow-up of trained and/or screened people not included in official parish or diocesan records; follow-up questions to resolve any concerns; and a walk-through of the facilities to

determine how well activities involving young people are monitored. So far, the results have been extremely objective and the process has been found to be a positive one for parishes, schools, and institutions.

- Placement of response cards by telephones has begun. These cards describe the step-by-step process for reporting suspicions or allegations of abuse.

## **Diocese of Oakland, California**

### **Healing Garden**

Survivors of clergy sexual abuse have their own healing garden in the new 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 and, during the course of the current audit, have engaged in fund raising efforts to help cover the cost. Bishop Vigneron made the initial gift of \$18,000.

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 will be dedicated on October 11, 2008.

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

The Diocese of Oakland supports two groups dedicated to the support of survivors. The first is a once a 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 each month at a local Catholic university which donates the site. It is a drop in gathering and numbers vary. Participants are most grateful for this ongoing support.

The second group meets monthly to develop programs and provide additional avenues for healing. The group is entitled NO MORE SECRETS. It is made up of a number of survivors, two Deacons and their wives, the Safe Environment Coordinator, and the Victim Assistance Coordinator. This group meets over dinner and plans various activities including, but not limited to, reflection days, healing opportunities and, during the course of the current audit, planning for the dedication of the Healing Garden in the new Cathedral complex.

### **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.

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

### **Education/Program/Curriculum Development:**

#### **I. Prevention**

**A. 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 the newly revised Parish Facilitator Handbook was introduced and Parish Facilitators received an extensive review of the requirements of the Archdiocesan Safe Environment Protocol. The annual program also includes a panel discussion where “Frequently Asked Questions” regarding the Safe Environment Program received by the Safe Environment Committee during the past year are discussed (with participation by the attendees). This year attendees working in small groups developed “best practice” ideas for record keeping and other topic. This is a highly successful and enthusiastically attended workshop. For additional information please contact Jennifer Goodrich, Office of Safe Environment, 405-721-5651, ext. 150, [jgoodrich@catharchdioceseokc.org](mailto:jgoodrich@catharchdioceseokc.org).

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

**C. Maintaining Safe Boundaries.** A workshop is 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).

**D. Supplemental Safe Environment Curriculum.** 1) The textbook Creating Safe and Sacred Places for Young Adolescents: Sexual Abuse Educational Sessions for 5<sup>th</sup> to 8<sup>th</sup> Graders, Laurie Delgatto, 2007, St. Mary’s Press, Winona, Minnesota was placed in Catholic Schools during the summer of 2007 as a supplement to the Safe Environment Curriculum. It was implemented in the fall of 2007. The materials were well-received and are being used by many catechists. For additional information please contact Pat Koenig, 405-751-5651, ext. 126, [pkoenig@catharchdioceseokc.org](mailto:pkoenig@catharchdioceseokc.org).

**E. Marketing Brochure.** A brochure published in English and Spanish, “Reasons Why Your Child Should Participate in the Personal Safety Program” was distributed to parishes for use when parents enroll their children for Religious Education Programs. We have received no



feedback on this brochure to date. For additional information please contact Pat Koenig, 405-751-5651, ext. 126, [pkoenig@catharchdioceseokc.org](mailto:pkoenig@catharchdioceseokc.org).

**F. 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).

## **II. Outreach**

**A. 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. Approximately eighty-five people attended the original training in October 2006. About fifty people have attended subsequent trainings. To date twenty-two parishes have expressed an interest in implementing the program and/or are actively participating in training. For additional information please contact George Rigazzi, Director Family Life, 405-721-5651, ext. 141, [grigazzi@catharchdioceseokc.org](mailto:grigazzi@catharchdioceseokc.org).

## **III. Task Force Activities**

### **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 (April 2008) and Child Abuse Prevention Day at the Capitol (April 8, 2008) and participating in these activities. The Archdiocese was a co-sponsor for the state-wide calendar contest involving school children. This year the theme was Healthy Families. 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. Oklahoma County District Attorney/CARE Center Task Force**

The Archdiocese participates as an Affiliate Member of the Task Force. The CARE Center – Child Abuse Response and Evaluation, Inc. ("CARE Center") was incorporated in 1991 as a

child advocacy center. The CARE Center and a multidisciplinary team involved in child abuse prevention, detection and prosecution of offenders which has been established in Oklahoma County have partnered through the Office of the Oklahoma County District Attorney to form the task force and coordinate their efforts. For additional information please contact Jennifer Goodrich, Office of Safe Environment, 405-721-5651, ext. 150, [jgoodrich@catharchdioceseokc.org](mailto:jgoodrich@catharchdioceseokc.org).

#### **IV. Internal Coordination**

**A. 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 serve on the Metropolitan Child Advocacy Board. She is co-chair of the prevention committee, which participates in state-sponsored prevention efforts.
- The Victim Assistance Coordinator is the representative for Archdiocesan schools and parishes for the state-mandated (LB 1184) local investigative team. Nebraska State law requires the establishment of a multi-agency committee to review and collaboration on difficult child abuse cases.
- For two years, The Victim Assistance Coordinator has served on the planning committee for the National Safe Environment Conference.
- The Victim Assistance Coordinator was on the planning committee for the Faith Communities Workshops on Child Abuse Prevention. In addition, she was a speaker at the workshop.
- The Archdiocese of Omaha collaborated with the local Child Protection Center to provide additional training for principals, directors of religious education, youth ministry, and Safe Environment trainers.
- The Archdiocese of Omaha established an anti-pornography taskforce. This taskforce developed a plan for the archbishop, which will focus on educating clergy, schools and lay ministers on the prevalence and damaging effects of pornography in our community.
- The Archdiocese of Omaha is currently providing supportive outreach and paying for counseling fees for a victim from the Diocese of Lincoln.

- The Archdiocese of Omaha has made available to other archdiocese/diocese its children/youth prevention program – “Circle of Grace” – and for a reasonable fee. The archdiocese is committed to assisting those who have purchased the program with successful implementation.
- The Archdiocese of Omaha is in the process of developing a Protestant version of “Circle of Grace” in response to community requests.

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

1. Safe Environment Coordinator participated in the 2008 National Safe Environment Leadership Conference “Moving beyond Compliance toward Conversion”, April 8-11, Seattle, Washington (see agenda and all attachments on site).
2. Chancellor and Assistance Ministry Coordinator participated in the 2007 Victim Assistance Coordinator Conference, August 2007, Chicago, IL.
3. “Sexual Assault Awareness Month” April, 2008
  - On April 3, 2008 the Safe Environment Office hosted a luncheon meeting for Parish Safe Environment Coordinators/Custodians of Records with guest speaker Dawn Foor, prevention educator from Sexual Assault Victim Services/Prevention Program (CSP) speaking on “The Lasting Effects of Child Abuse on the Victim and the Family”.
  - Informational flyers on child abuse were distributed at school and parish leadership meetings for their respective constituents (see attachment).
  - Information on child abuse prevention was emailed to all parishes for inclusion in church bulletins during the month of April (see attachment).
4. AMC of the Diocese of Orange is working collaboratively with the Center for Spiritual Development, Del Amo Hospital and Trauma Recovery Associates in planning to present “Trauma Recovery Program” a therapeutic response to adult survivors of childhood abuse and neglect to be held on November 20-21, 2008 (see attachment).

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

The Diocese of Orlando experienced a change in leadership in February of 2008 with regard to the Safe Environment program. We are attempting to build on the initiatives already in motion associated with the Child Sexual Abuse Education and prevention, and strengthen the compliance requirements of the Charter.

On June 16, 2008, Bishop Thomas Wenski issued a directive that effective July 1, 2008 all new employees and volunteers must undergo Safe Environment training. Further, all current employees who had not attended workshops offered in May 2007 are required to complete a training session by September 30, 2008. Current volunteers working with children or vulnerable populations must complete the training by December 31, 2008.

Options for training included one of the following: (1) viewing the website video “Advocacy for Safety and Prevention” and successfully passing a subsequent electronic test; (2) viewing a newly created website video entitled “Protecting Our Children” and successfully passing an associated electronic test; or (3) participating in a presentation and discussion of the DVD “Protecting Our Children” presented by a diocesan-trained facilitator.

The website video, offered in the first option is entitled “Advocacy for Safety and Prevention”. It was developed in May of 2007 after the Diocese of Orlando promulgated and distributed a new policy on Internet Safety. After Bishop Wenski’s directive of June 16, an online test was developed and made accessible to employees and volunteers.

The newly released DVD entitled “Protecting Our Children”, referenced above as a training option, was developed in June of 2008 as an educational tool to help dispel common myths and provide facts about child sexual abuse. It describes the effect abuse has on children and provides information about how to report it. Also, the DVD provides safety tips to prevent abuse and addresses internet safety.

Further, the Office of Human Resources was made responsible for tracking data with regard to employee and volunteer compliance. We contracted with People-Trak, a software organization, to create a custom-made database screens to track this information. In the spring of 2008, the HR and IT Offices worked together to merge old records into the new system. The HR staff, which is limited in number, has since been working to update the system. During the review of records for this audit process, we discovered that several parishes are not in compliance with regard to background clearances of its employees. We intend to reconcile this problem as soon as possible.

We believe through our software update and the various options we have provided to train our employees and volunteers, along with Bishop Wenski’s mandate and supportive response, the Diocese of Orlando is in an even greater position to further its efforts in preventing child sexual abuse.

### **Diocese of Owensboro, Kentucky**

Effective July 1, 2007, the diocese appointed a Director of Lay Ministry and Formation, whose duties include overseeing the Office of Safe Environment's educational responsibilities. Since her appointment extra efforts have been put in place to encourage parents to have their children Safe-Environment trained and to improve the variety and age-appropriateness of children’s training materials. In addition, following much research by the Director, the diocese decided to use the services of *Shield the Vulnerable*, produced by Law Room, for its adult training, partly because of its incorporation of diocesan policies and Kentucky statutes, and partly because of the availability of additional training options on Bullying, Elder Abuse, and Elder Financial Abuse.

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

We provided a day for all educators and catechists in the Diocese of Palm Beach to attend a workshop entitled “Bullying Awareness”. Dr. Philip Lazarus, Ph.D., NCSP, was the presenter.

Bullying is a very large problem in our society and can often lead to low self-esteem and eventual “acting out” – often in inappropriate sexual activity and abuse in later life.

We also invited the local public & private schools in the area to send representatives. Over 700 were in attendance for the workshop which was held on October 26, 2007.

### **Eparchy of Parma for Byzantines**

In addition to our existing programs, the Eparchy of Parma joined other Ohio Catholic Bishops, through the Catholic Conference of Ohio, to create a Counseling Assistance Fund. The Fund was created to help survivors of childhood sexual abuse who may have been reluctant to contact the Church directly for help. This Fund provided them with access to counseling or other similar mental health services through a process independent of the Church. The Fund accepted claims from those who were minors and Ohio residents at the time the abuse occurred. The Fund accepted claims from November 16, 2006 through May 15, 2008. Further information can be found at [www.counselingassistancefund.org](http://www.counselingassistancefund.org).

This past year the Eparchy of Parma instituted a system of self-audits of its parishes. The Safe Environment Coordinator visited each parish having an Eastern Christian Formation program to meet with catechists, parents and parishioners to conduct the Virtus training. This self-audit insures that all parishes are in compliance with the eparchial policy. Deacons of each deanery are in the process of being trained as facilitators to assist the Safe Environment Coordinator.

### **Eparchy of Passaic for Byzantines**

The Byzantine Catholic Eparchy of Passaic continues in its absolute commitment to the Charter for the Protection of Children and Young People adopted by the United States Conference of Catholic Bishops and to the realization of a safe and healthy environment in which ministry to children and youth can be carried out within this local church. To this end the Eparchy of Passaic has continued to carry out certain core programs directed at achieving and maintaining a safe environment within its parish communities and institutions. The program of background checks utilizing the *ChoicePoint* processes has continued. Further, safe environment education programs for all clergy, staff, volunteers and children, have been ongoing.

Subsequent to the audit of 16 July 2007 the Eparchy's *Office for a Safe Environment in Ministry* has been re-evaluating and re-developing a number of its program materials. Initially, the background check packet and *Disclosure/Authorization Form* have been updated to allow for a more efficient and universal use, covering all church personnel (clergy, employee, volunteer) with one form. Additional information has also been required to facilitate the process and insure accuracy.

Realizing the importance of training and education to the maintenance of a safe environment, the *Office for a Safe Environment in Ministry* has given serious attention to this vital component of its program. During this past year a new program of safe environment training has been developed for eparchy wide use for all church personnel serving within the Church of Passaic.

This *Ministry to Children and Youth Safe Environment Church Personnel Training Program for the Eparchy of Passaic* has been designed to be a “user friendly” training tool that can be readily used by local pastors. Because of the unique geographic structure of our local Church, with its widespread territory covering a number of states, it was necessary to develop an educational tool that would assure sound training and program delivery to all personnel with greater ease and surety. The introduction of this training program is expected to insure a 100% compliance by all volunteers with the safe environment training requirement.

This program will be introduced in all parishes of the Eparchy during the initial weeks of September 2008. It provides for a uniform training experience that includes pastoral, clinical and practical insights into the essentials of maintaining a safe environment for ministry with children and young people. Much of the material covered by the text is taken from the *Sexual Misconduct Policy Involving Children and Code of Conduct for*

*Church Personnel*, The Byzantine Catholic Eparchy of Passaic, which was promulgated by the Most Reverend Andrew Pataki, D.D., J.C.L. in April 2004.

It reflects upon pastoral standards for church personnel and the *Eparchy of Passaic Code of Conduct with Minors*. Further, it provides information on the who and what of child sexual abuse, a broad picture of its impact, as well as, important telephone numbers and contact information for the reporting of suspected incidents of abuse.

Additionally, an awareness / informational pamphlet has been developed for eparchy wide use. It is directed at heightening the awareness of every member of the community with regard to the issue of child sexual abuse and the efforts of the Eparchy to provide a safe environment for our children. This pamphlet will be made available to every parish at the beginning of September 2008. Pastors will be asked to include them in their regular Sunday bulletins and to speak to their congregations about the information contained in them.

## **Archdiocese of Philadelphia, Pennsylvania**

In November 2007 all Catholic households in the Archdiocese of Philadelphia received a copy of the *Enhanced Victim Assistance* brochure outlining the services provided to victims of clergy sexual abuse. The brochure also includes a letter from Cardinal Rigali encouraging victims to seek assistance.

During the 2007-2008 fiscal year the Archdiocese of Philadelphia ran ads in the print media to encourage victims to seek assistance. Cardinal Rigali taped a new radio announcement to highlight the outreach efforts of the Archdiocese of Philadelphia.

All alumni of Archbishop Ryan High School received a letter in August 2007 regarding allegations of sexual abuse by a religious priest encouraging victims to seek support and assistance.

National Sexual Assault Awareness Month and Child Abuse Prevention Month provided an opportunity to reach out to young people in our schools. In April 2008 the Office of Child and

Youth Protection distributed posters to 180 elementary and 23 secondary schools. The posters for secondary schools included a tear off to include a web site and hotline for Network of Victim Assistance in Bucks County along with the Archdiocese=s Victim Assistance numbers. Pastors, religious education directors, and youth ministers also received posters for the parish.

Our Safe Environment Coordinator developed a presentation concerning professional boundaries for teachers in elementary and secondary schools. A presentation, "Safety in your Sphere of Influence", was given at six regional orientation sessions for new athletic coaches, and the Coordinator also presented at two regional Athletic Conferences.

The Archdiocese of Philadelphia through the Office of Child and Youth Protection and the Office of Catholic Education has sponsored the production of a video, *The Gift of Innocence*, specifically developed to educate young people in our high schools about sexual violence. The video will premier in October 2008.

The priests who are currently participating in the Prayer and Penance Program have all been newly evaluated by an outside consultant with experience working with the Sex Offender Assessment Board of the Commonwealth of Pennsylvania. Priests are now engaged in group or individual sex offender treatment. A full time Program Monitor has also been hired to supervise and monitor the priests in the program and this individual is a critical team member for the program.

The Archdiocese of Philadelphia through the Office of Clergy has contracted with a group from the Mennonite Church to assist in introducing concepts of restorative justice into the Prayer and Penance program.

## **Diocese of Phoenix, Arizona**

### **Office of Child and Youth Protection (OCYP): Director, Jean Sokol, LCSW Victim Assistance Coordinator**

- Promotion of "National Child Abuse Prevention Month, April 2008, within the Diocese of Phoenix and the Diocesan Pastoral Center (DPC). Blue Ribbon pins and "What you can do to help" cards were distributed among Diocesan employees. DPC held Mass April 15, 2008, with special intention for an end to child abuse and healing those affected. Celebrant was Fr. Fred Adamson. USCCB Liturgy guide was emailed to all priests in the Diocese of Phoenix to support Child Abuse prevention month and encourage participation through prayers at mass, bulletin inserts and announcements.
- Attendance at the National Safe Environment Leadership Conference (NSELC), "Moving Beyond Compliance Toward Conversion"
- Attendance at the 2007 Vicar for Clergy Conference.
- Attendance at the 2007 Victim Assistance Coordinators Conference.

- To better serve the Diocese of Phoenix as Director, Office of Child and Youth Protection and the Community at large as Victim Assistance Coordinator Jean Sokol completed 187.5 Continuing Education hours.
- Pertinent courses as follows:
  - Investigations of Sexual Crimes Against Children
  - USCCB Promise to Protect Seminar- Child Pornography
  - Forensic Interviewing Training
  - Sexual Trauma-The Journey Home
  - 19<sup>th</sup> Statewide Child Abuse Prevention Conference
  - Trauma Through a Child's Eyes-Miracle of Healing
  - EMDR Training (Eye Movement Desensitization and Reprocessing)
  - Treating Sexually Abused & Traumatized Children in Play Therapy
- The Diocesan Pastoral Center hosted and sponsored two conferences for the continued education of licensed therapists, statewide, who treat abused or traumatized children. The Conferences were well attended. The Arizona Association of Play Therapy was thankful to the DPC for hosting their conference.
- Maria Goretti Network (MGN)-local Chapters in Arizona: a support group for all who have been abused, their family and friends. Jean Sokol worked closely with Miguel Prats, Survivor/Thriver, MGN Founder and Fr. Gavin Vaverek, JCL Promoter of Justice, Diocese of Tyler TX. Four MGN Informational meetings were held at various parishes in the Valley, which resulted in the establishment of two local MGN Arizona Chapters. Cleric/Pastoral support provides a spiritual anchor and Licensed Therapists as co-facilitators ensure that the process remains healthy and healing. MGN chapter meeting notification published on the Office of Child and Youth Protection website. Local Chapters have been well received by participants and facilitators.
- Greater Phoenix Child Abuse Prevention Council (GPCAPC) "Education About Abuse Prevention – The Catholic Church's Commitment" Presentation by Jennifer King, MA (SET) and Jean Sokol, LCSW (OCYP) on June 3, 2008 at the Phoenix Crisis Nursery as a community education service. Email notification for the Child Abuse Roundtable session was sent by the GPCAPC to their community partners with this attached summary "Knowing how predators groom children is an important step in abuse prevention. Join Jennifer King MA and Jean Sokol LCSW from the Diocese of Phoenix as they share how they educate employees and volunteers about predatory techniques used by molesters. The Catholic Church mandates annual training for all adults that serve children. Join us for this important discussion and to view an educational DVD which includes interviews with offenders." The presentation was very well received and attendees expressed the information presented was invaluable to them as many of them work in the field of community service.
- Jean Sokol maintains a current list of resources of mental health professionals who specialize in treatment of victims of sexual abuse, especially those providers who have a background in or understanding of the Catholic Church or who have a spirituality-based and practice, and/or who have expertise in one or more of the following areas:



- Treatment of Post Traumatic Stress Disorder
- Use of EMDR (Eye Movement Desensitization and Reprocessing) and DBT (Dialectical Behavior Therapy) therapies in treating long term effects of trauma
- Treatment of sexually offending behaviors
- Dual diagnosis treatment of sexual abuse and addictions
- Couples and Family Counseling

These are the areas of expertise most frequently requested by the victim/survivors of clergy abuse with whom the Diocese works.

- The Diocese of Phoenix maintains current information regarding the geographic location and status of all diocesan priests who have been relieved of ministerial duties under the Essential Norms. Jean Sokol, Victim Assistance Coordinator, Fr. Fred Adamson, VG and Fr. Jim Wall, Vicar for Priests makes in-person and telephone contact with these priests and communicates with the Bishop regarding their status and in order to address potential concerns.
- The Most Reverend Bishop Thomas J. Olmsted offered tri-lingual mass to pray for healing and reconciliation for victims/survivors of Sexual Abuse at St. Catherine of Sienna on March 26, 2008. Fr. David Sanfilippo, pastor of St. Catherine's, concelebrate with Bishop Olmsted. The readings, music and prayers of the faithful were especially selected to promote healing. At the end of the Mass, Jean Sokol, Victim Assistance Coordinator, spoke to the group to describe the work she does and invited victims/survivors to report sexual abuse as well as to contact her for referrals for therapy and or spiritual assistance. A simple reception, hosted and served by the OCYP and SET staff followed the mass, which enabled the Bishop Olmsted, Fr. Sanfilippo and Jean Sokol to welcome those who attended and to particularly reach out to victims/survivors. We heard from victims/survivors that it is very powerful for them to hear Bishop's sorrow for the abuse they have suffered and his prayers for their healing. Media coverage provided by News Channel 3 resulted in positive feedback to the general public.
- The Office of Child and Youth Protection purchased an informative DVD "Vows of Silence", by Jason Berry, for distribution among Chancery employees and Priests.
- Ethics in Ministry Board formulated as an alternate resource for Pastors and Principals .

#### **Safe Environment Training Office (SET): Director, Jennifer King, MA**

- Creation and Implementation of "Our Continued Commitment/Nuestro Compromiso Continuo" for continued Safe Environment education of diocesan employees and volunteers. August 5, 2007 was the diocesan wide release and distribution.
- Development of Safe Environment Curriculum for teenagers (7<sup>th</sup>-12<sup>th</sup> grade) for parishes/schools.

- Member of NSELG Planning Committee and attendance at National Safe Environment Leadership Conference (NSELG), “Moving Beyond Compliance Toward Conversion”

### **General Counsel: John C. Kelly**

- Legal seminar presented by General Counsel to all Diocesan principals regarding harassment (including teacher/student harassment) and regarding conducting campus investigations;
- Legal seminar attended by General Counsel concerning recognizing and preventing potential acts of school violence and student vs. student harassment:
- Recommendations made by General Counsel to Superintendent of Catholic Schools and to all high school principals regarding conducting “bullying” presentations at all high schools (some have already conducted those sessions);
- Retaining an independent forensic interviewer (former FBI agent with 25+ years of experience in conducting forensic interviews in child abuse and other cases) to assist Diocese in processing allegations of misconduct.

### **Diocese of Pittsburgh, Pennsylvania**

1. Since the last audit period the diocese has reviewed its list of persons who should be part of the Safe Environment Program. With this review the diocese published a comprehensive list of position (both paid and volunteer) who should be included in the parish safe environment program. This list included people, who have very little or no contact with children, but could be viewed by children as being safe, thus creating the possibility of contact. Some of the notable inclusions were lectors, Eucharistic ministers (those who go into homes were previously considered as part of the program), ushers, choir members and similar ministry positions. This has added a significant number of persons into our Safe Environment Program. While the addition has created some issues in parishes since people (particularly older adults) view this as the diocese not trusting them, the program has been well received by the majority of people.
2. The new diocesan bishop has made the Safe Environment Program an important and integral part of parish ministry. The diocese embarked on a project to audit all of our parishes. While the actual audit began in July (after the audit period), the diocese provided to each parish a checklist of both the requirements of the Charter as well as the compliance required by the diocese. Thus compliance checklist became the basis of the parish audits which are now underway. While parishes have never experienced such an audit, the first of these audits has proven productive for both the parish and the diocese.

### **Archeparchy of Pittsburgh for Byzantines**

1. A concentrated effort was undertaken to provide all of the faithful with an opportunity to attend a Safe Environment Program. Trained teams of personnel made the presentations in individual parishes and also in regional settings. *Document #AA.1*

2. Continuing the practice of the past, the hierarchs in the states where the Archeparchy has parishes at a great distance from Pittsburgh are contacted in order for our faithful to participate in the programs offered by the Latin Diocese there: Knoxville, Tennessee; New Orleans, Louisiana; Houston, Texas; Dallas, Texas; Austin, Texas; and Tulsa, Oklahoma.

*Document #AA.2*

## **Diocese of Portland, Maine**

1. We have converted to an Internet based on-line Safe Environment Database System (Logos – VPIN – Ministry Dashboard) and are in the process of training parishes and schools in the use of the system. This system allows instantaneous access to any Parish/School so that they have the complete and up-to-date status on all of their employees/volunteers. This database system is “fire Wall” protected, secure as per industry standards and the sensitive data (social security numbers, date of birth, passwords, driver’s license numbers, and up-loaded documents) is encrypted. We have set the standard of repeating screenings every 5 years and this system will automatically notify us daily when a person needs to be rescreened.
2. In conjunction with the action in item #1, we have implemented training in 51 Parishes and 8 Schools, through the audit period, with the remaining sites to be completed by next year. A detailed Procedure Manual has been developed that remains in each Parish/School for reference as needed. Those locations that have implemented this program have seen a significant improvement in the ability to control the information of their people and to have the functionality to perform ongoing audits on missing paperwork and required screenings.
3. We have implemented an Electronic Archive system (Fortis), which captures all of the various forms and documentation regarding Employees/Volunteers and will maintain the data indefinitely. All data is scanned into the system and then indexed to Safe Environment with the final step being the verification process. Among the items we have added are the Registration Sheets for all the Protecting God’s Children Training done throughout the Diocese. This was a recommendation from last year’s audit. Secure back-ups of the files are also maintained.
4. Continuing Education in the Safe Environment area to ensure we have up-to-date information on cutting edge ideas and best practices to employ in managing the Safe Environment for our Diocese.
  - A. Promise to Protect Seminar – Washington, DC – 9/13/2007 – USCCB sponsored – Child Pornography – Continuing the Church’s Promise to Protect.
  - B. National Safe Environment Leadership Conference – Seattle, WA. 4/8-11/2008 – Moving Beyond Compliance Towards Conversion
  - C. Audit Workshop – Northeast Region – Worcester, MA - 3/13/2008 – Hosted by Teresa Kettlekamp – In depth review of changes for the 2008 Audit process.
5. Virtus Training – Scarborough, ME – 1/23-24/2008 – Dr. Paul Ashton. As an action point from the 2007 Audit recap, we agreed with the recommendation to reduce from 6 months to

3 months the time allotted to complete Protecting God's Children training. In order to realistically accomplish this commitment we increased the number of Facilitators by 23 with this training class.

## **Archdiocese of Portland, Oregon**

In July 2007, the Archdiocese of Portland in Oregon expanded the existing training for clergy, employees, volunteers and minors by adopting the *Called to Protect* and *Armatus* Programs from Praesidium Inc. This adoption is being completed over a two year process.

Year 1 (2007-2008) – Implementation of Called to Protect training for adults and minors. Each parish and school designated employees and/or volunteers to be trainers. Each trainer attended a two-day training to facilitate the program of adults and youth. Each parish and school also assigned a staff person to serve as administrator of the *Armatus* Program. Administrators were trained about the record-keeping process through *Armatus*.

The young children's program was being finalized and the archdiocese was one of the locations to pilot the new program in our parishes and schools.

Year 2 (2008-2009) *Armatus*, online training is being implemented for all clergy and employees and volunteers who work directly with children four or more times a year.

Msgr. Dennis O'Donovan, Vicar General and Cathy Shannon, Director of Child Protection participated in the *Child Sexual Abuse Prevention Institute* on April 14, 2008 in Portland, Oregon. The institute was designed to bring representatives of child serving agencies, law enforcement and medical assessment teams together for a presentation and discussion of ways to prevent child sexual abuse.

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

- **Putting into place a new process for handling BCI's under the Rhode Island state law.** The Office of Education and Compliance is contacted out to two former Massachusetts State Police Officers, Natale Lapriore and Leo P. Dalbec, to process BCI disclaimers through the Office of the Rhode Island Attorney General Bureau of Criminal Identifications Unit. When the Diocese receives several hundred signed disclaimers that are ready to be processed, we contact these former police officers who process these applicants and report back to this office on their findings. The protocol also requires any applicants to be moved forward for processing within a one month period at the latest.
- **Creation of a Diocesan Safety Board.** When BCI backgrounds have adverse material, a three person Diocesan Safety Board has been created to review the adverse material and if at least two members of the Board agree that it is a serious infraction regardless of the type of infraction, we will require an official copy of a police report on the incident and will review it at the next scheduled monthly meeting. The Review Board is composed of the Director of the Office of Education and Compliance, the Director of the Office of Outreach and

Prevention, and the Director of the Office of Human Resources, thereby getting three different disciplines to look at the allegations.

- **Creation of a Diocesan Safety Committee.** This committee is composed of various entities within the Diocese that meets on a bi-monthly basis in dealing with any and all offices dealing with children within the Diocese. It is composed of the Secretary for Catholic Education, the Superintendent of Schools, the Director of the Catholic Athletic League (CAL), the Director of Religious Education, the Director of the Office of Human Resources, the Director of the Office of Outreach and Prevention, the Director of the Office of Education and Compliance, the Director of the Office of Youth Ministry, several other members who are coordinators within the Office of Youth Ministry, and two members of the Clergy. The purpose of this group is to coordinate and communicate within all agencies focusing on the protection of youth within our programs.
- **An ad hoc committee of the Diocesan Safety Board.** This ad hoc committee, composed of six members of the above committee, meets on a regular basis in reviewing recommendations for possible policies and procedures in dealing with convicted sex offenders at either level one, two, or three within the State of Rhode Island who may want to attend any functions within the Diocese where children will be present. We are covering both legal considerations as well as Canonical considerations.
- **Putting in place a new computer tracking system.** The Diocese of Providence is currently in the process of putting into place a new computer tracking system to handle all of the material in the Office of Education and Compliance, as well as the Office of Outreach and Prevention. This new system would quickly tabulate all of the data needed for both the CARA reports as well as the yearly audits and any other processing of information that would be needed in a safe and efficient manner. This system should be in place within the next few months.
- **Processing III backgrounds for prospective new teachers within the Diocese of Providence.** The Office of Education and Compliance will begin to process all III background checks through the Office of the Rhode Island Attorney General, rather than the fragmented system now used by the School Department using various local police departments. This new III processing will make a quicker return in a more orderly fashion with a high degree of reliability.
- **Conducting a complete III check for a class of new Deacons.** The Diocese of Providence will be conducting a multi-year program for a class of new Deacons and the Office of Education and Compliance, in addition to doing a complete III background check, will also conduct a full inquiry, including places of employment, references, neighborhoods, etc. of prospective new Deacons similar to the review for prospective FBI Agents or State Police Officers.
- **Meeting periodically with the Hispanic Community regarding protection of children and identification of sexual offenders.** The Office of Education and Compliance is meeting periodically with members of the Hispanic Ministry and has established an ongoing dialogue

in matters of mutual interest concerning both documented and undocumented individuals within the Ministry in an attempt to resolve issues for the better protection of Hispanic Youth.

- **Updating a new safe environment program.** The Director of the Office of Outreach and Prevention is currently refining the Safe Environment Program with new material that is age appropriate, including audio visual material and printed matter, with the collaboration of other entities within the Diocese, and this new program will be instituted this fall.
- **Requiring BCI's on all officials involved in Catholic Athletic League (CAL).** All league officials are now required to have a full BCI background investigation completed on them, as well as coaches or any other adults participating in the league, whether it be baseball, basketball, cross country or any other physical endeavor. This is currently not required within the State of Rhode Island. The Diocese of Providence will be the State's first organization requiring this.

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

1. Bishop Cupich informed the public of the results of the 2007 audit via the diocesan newspaper in the March 08 edition.
2. Bishop Cupich gave a presentation to clergy on safe environment issues and other Charter issues at the Fall 07 Clergy Days Convocation.
3. Bishop Cupich provided extended outreach beyond the requirements of the Charter to victims and family members.

### **Diocese of Richmond, Virginia**

During the last audit year the Catholic Diocese of Richmond has advanced the Charter in the following ways:

- A total of 181 VIRTUS *Protecting God's Children for Adults* sessions have been conducted through out the diocese. Since the beginning of the program in 2004 the diocese has offer 850 sessions.
- The diocese trained several facilitators to assist with safe environment training (VIRTUS) for various Catholic communities at military installations located within the diocese. The diocese provides materials and support for these sessions.
- Safe environment training verification has become one of the components of diocesan speaker approval.
- A formal training was developed for parish / school Background Screening/ Local VIRTUS Administrators. This program is offered four times per year at the Pastoral Center. The session provides training on how to complete the required background screenings for employees, clergy and volunteers.
- Three times per year parishes and schools are requested to audit the background screening and VIRTUS reports that are provided from the diocese Office of Human Resources.

- The new Diocesan Pastoral Center was designed with full glass doors for all offices and public spaces. Many parishes throughout the diocese have added glass windows to offices and classroom doors as well.

## **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. This Spring 2007, the Illinois Legislature has passed Senate Bill 143 which requires fingerprint criminal background checks and Illinois Sex Offender Management Database checks of all nonpublic 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 added to its current criminal background screenings on all its school employees the fingerprint background checks and the Sexual Offender Management Database checks.

## **Diocese of Rockville Centre, New York**

### **1. Root Cause Analysis**

This procedure has been put in place to study performance issues or casual factors that led to a serious incident. The process provides for an identification of fundamental changes to process, procedures and systems that could prevent a reoccurrence of the event.

### **2. Spiritual Care Team**

Priests and Religious Women have been selected to be available to help victims with issues of faith. Training conferences, seminars and meetings have occurred to prepare this team for this specialized work.

### **3. Orientation Program**

All new employees hired to work at the Pastoral Center meet with the Director, Office for the Protection of Children and Young People. This action has been taken to assure that all staff in leadership positions throughout the diocese are aware of the continuing efforts to protect children and respond to victims of abuse.

### **4. Satellite Office**

An additional diocesan Office for the Protection of Children and Young People has been established on the East End of Long Island to makes services accessible to victims and their families.

## **5. Cabinet Secretaries' Annual Report**

Each cabinet secretary prepares an annual report on safe environment compliance and performance improvement initiatives.

## **6. Partners in Protection**

The Diocese of Rockville Centre in partnership with the inter-faith community throughout Long Island will work through dialogue, sharing and learning to strengthen our response to child sexual abuse, reduce incidents and increase prevention efforts.

## **7. Pastors' Safe Environment Report**

A performance report to address safe environment compliance has been developed. Each pastor has completed the report for the year 2007-2008.

## **8. Seminary Seminars**

The Director, for the diocesan Office for the Protection of Children and Young People has been invited to address the seminarians on diocesan policies and procedures, continuing efforts to create safe environments, victims' assistance, reporting procedures, etc.

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

- The Diocesan Catholic Faith Formation Department holds an event at the beginning of the religious instruction year called the Catechetical Kickoff. Mary Hastings, Safe Environment Coordinator attended the event to answer safe environment questions and hand out *Out of Harm's Way* parent workbooks to be distributed through each parish.
- Ronald Succa, Diocesan Safety Consultant, reviews safe environment standards within the Diocese visiting parishes and schools to check on background check compliance and other safe environment issues. He reports back any findings to the Safe Environment department.
- Mary Hastings participates in monthly conference calls with Safe Environment Coordinators throughout the State of California to share ideas and concerns. She also attends periodic in-person meetings.
- Mary Hastings attended the national meeting for Safe Environment Coordinators held in Seattle this year.
- Mary Hastings attended cluster meetings for Directors of Religious Education in the Spring of 2008. Coordinated through the department of evangelization and catechists, this was an effort to improve communication and meet face to face with DREs implementing the safe environment programs within the parishes.
- Esther Castillo, Pastoral Care Coordinator, networks with Victim Assistance Coordinators around the country to share ideas, successes and support. She also attends the annual conference.



- Esther Castillo, Pastoral Care Coordinator, participates in monthly conference calls with other Pastoral Care Coordinators throughout the state of CA.
- Esther Castillo, Pastoral Care Coordinator serves as a member of the Admissions Advisory Board of the Vocations Department, which is an advisory committee regarding vocations to the Diocese of Sacramento. The board meets on a regular basis to review seminarian applications, discuss applicants' qualifications, and make recommendations to Bishop Weigand on acceptability for vocations.
- Youth Ministry – Each of our active Parish Youth Groups hosts an annual “Night on Sexuality.” These programs discuss theology of the body, modesty, online predators, abstinence, domestic violence, sexual harassment, and drug and alcohol abuse.
- Youth Ministry Team Training – Mary Hastings traveled to Redding, CA to meet with Mary DiAquistto and other adults in youth ministry to bring them up to date on diocesan safe environment guidelines.
- In addition to our Diocesan High Schools, four of our Religious order High Schools presented safe environment programs to their students during the 2007/08 school year.
- The Safe Environment department developed a “Quick Reference Guide” to reduce confusion and better communicate our safe environment polices to parishes and schools.
- Each Pastor in the Diocese was asked to appoint a “safe environment contact” at their parish to serve as the “point person” regarding safe environment issues.
- The Safe Environment department negotiated with two local fingerprinting services to establish a reduced fee and ensure their willingness to travel throughout the diocese to bring fingerprinting to the parishes and schools.
- The Safe Environment department implemented a new procedure for electronic background checks for undocumented residents.
- The Department of Evangelization and Catechesis invited national speaker Colleen Kelly Mast to speak to parents throughout the Diocese on *Raising Kids with Character*.

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

- 1) The Child Lures Prevention Program is taught each year, K through 12 in our Catholic Schools. In the County of Saginaw, the Catholic Schools also invite the Director of the Child Abuse Prevention Education (CAPE) from the County Child Abuse and Neglect (CAN) Council to present her Safe Environment information to their students. The Child Lures Program is presented during the beginning of the school year; the CAN Council presentation is presented during the latter part of the school year.

The Director of CAPE is also one of our diocesan facilitators for VIRTUS. The Director, Ellen Hatcher, reports that the children in the Catholic Schools are very alert, participative, and excited about her presentation. She observes that the students have the language and insights to participate in the discussion. They welcome her into their classroom, they are free and assertive in their responses (not shy), and they are familiar with the Safe Environment information and are ready to learn more. Ms. Hatcher is grateful for the enthusiasm the children exhibit and is also aware that the children are alert and informed about ways that they can keep themselves safe. She feels that there is a good familiarity with the subject matter that both frees the children and protects them.

- 2) The Compliance Person for the Diocese of Saginaw completed visiting each parish and school in the diocese during this audit period. Now, all parishes and schools have a complete list of their employees and volunteers with the knowledge of their completion of the three requirements which are: 1) attendance at the Safe Environment Program, VIRTUS, 2) Receipt of the Background Check Policy and signature release of the Authorization Form, and 3) Receipt of the Standards of Ministerial Behavior Policy and signature on the Agreement Form. Copies of the records are kept on file both in the parish/school and in the diocese. This process is now set up to be ongoing. An “inactive file” is also kept in each parish/diocesan file. The personal visit from the Compliance Person was well received by the audience. They acknowledged that a personal on-site visit was very helpful for developing and keeping an accurate record.
- 3) One of the Religious Educators in a diocesan parish designed a Children’s Workbook to accompany the Child Lures Program. (Child Lures does publish a Parent Guide to go with the Program, but at the beginning of this school year, did not yet have a Children’s Guide/Workbook.) The Religious Education Director felt that the children needed something in their hands following the presentation of the material. The Directors of Religious Education planned to present the Child Lures Program to their students in that particular Vicariate.

The diocesan Safe Environment Director sent a copy of the Child Lures Workbook to the Child Lures Management in order to address any copyright concerns. The Child Lures response was remarkable. 1) They expressed appreciation for the sample Workbook from the diocese and for the effort involved. 2) They did say that copyright issues were involved however, they did give the Vicariate parishes a “one time permission” to use the Workbook designed by the Director of Religious Education with the acknowledgment of the “one time permission” from Child Lures. 3) They said that they were in the process of developing a Children’s “Student Personal Safety Workbook” and when it was completed, they would provide a copy for every student in the Vicariate without charge. 4) The “Student Personal Safety Workbook” was completed by Child Lures Prevention during this year and they will provide the copies for the Vicariate students.

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

The diocese developed a new Safe Environment curriculum for children entitled “Right Relationships”. The curriculum also includes handouts for parents describing the curriculum.

The diocese revised and reprinted the Safe Environment Program booklet.

During this audit period, “on-site” Safe Environment training has been provided at twelve different locations throughout the diocese including refugee workers at Catholic Community Services, summer and after-school coordinators at Holy Cross Ministries, and to Spanish-speaking ministers at various parishes. Training for Spanish-speaking audiences was provided in partnership with the Director, Hispanic Ministries.

Training on internet safety was provided to the Review Board by the Salt Lake City Police Department.

The Director, Safe Environment, the Director, Hispanic Ministries, and the Director, Youth Programs attended “Joining Forces”, a conference on Child Abuse & Family Violence.

### **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. Had there been no national audit this year, the Bishop had committed the diocese to another internal audit to ensure continuation of compliance with the USCCB Charter for the Protection of Children and Young People. He has again committed the diocese to an internal audit next year in the absence of an external audit. This audit will be similar to that conducted the year before last when there was no external audit.

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

- November 2007, The Archdiocese of San Antonio provided abuse prevention educational materials to the Men’s Resource Center of South Texas; which is located in Harlingen Texas, outside the Archdiocese and located in the Diocese of Brownsville. The Archdiocese’s Office of Victim Assistance & Safe Environment (OVASE) was contacted by the director of the MRCST to assist in developing their abuse prevention library.
- February 2008, the Archdiocese of San Antonio trained 10<sup>th</sup> through 12<sup>th</sup> graders at a public school, Poteet High School. These students received date rape prevention and education.

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

1. By Diocesan Policy, all employees are required to complete training for The California Child Abuse & Neglect Reporting Law. This training is available in both English and Spanish. It is available as a workshop or as online training.
2. The Office of Catechetical Ministries requires that all volunteers who have regular contact with children complete training for The California Child Abuse & Neglect Reporting Law. This training is available in both English and Spanish. It is available as a workshop or as online training.
3. As a parent/guardian education program, *Out of Harm's Way* is offered in English and Spanish. Parishes request the workshop from the Diocesan Office of Child and Youth protection.
4. A day long retreat, Restoring-Me, is offered in three Vicariate locations for adult who have experienced sexual abuse as children. It is available in both English and Spanish.
5. Train the trainer workshops for the Diocesan Policy and Mandated reporting Law are held annually. This provides training at the parish level.
6. Each parish is required to submit a parish plan that explains ongoing training for Safe Environment.
7. The Dioceses participates in the April *Prevent Child Abuse* activities. Materials are sent to each parish and school for distribution during the month. Materials change each year.

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

- Archbishop Niederauer created and staffed a new office to establish higher degree of focus and attention. Database consultant used to improve use of electronic support and temporary help provided to keep data base current.
- Selected and introduced “*Talking about Touching*” and began teaching pre-school through third grade teachers and parish catechists how to utilize this program.
- Developed a “Standard of Conduct for Youth”.
- Used a four-page color advertisement in *Catholic San Francisco*, the Archdiocesan newspaper to describe the program. This advertisement was used to enfold the newspaper as a front and last page. The paper is sent to the home of every registered parishioner in the Archdiocese.
- Worked with Law Room to complete an on-line Safe Environment training program for students in grades nine through twelve. This course may be taken as a stand alone program at the convenience of each student and is also worked into the Religious Education curriculae of the individual high schools and into parish confirmation preparation programs. It is now available to other dioceses/eparchies.
- Worked with Law Room to design an on-line Safe Environment training program for children in grades four through twelve. This program is planned to be grade specific, offering more intense examples as the child matures. This course can be made part of the curricula of

the schools and parish religious educations programs or taken on a stand-alone basis. It will be available in the second semester of the 2008/2009 school year.

- Worked with various Live Scan fingerprinting and name-based background checking firms and with Law Room to develop a seamless, integrated system to manage Live Scan and Background Checking requests and results, and to provide on-line training and manage 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.

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

The Diocese of San Jose, through the Bishop's Office, the Office for the Protection of Children and Vulnerable Adults, the Departments of Education and Pastoral Ministries continues to meet and exceed the expectations of the mandated requirements of the *Charter for the Protection of Children and Young People*.

Our Safe Environment training continues to evolve, adding topics of relevance; Internet safety, bullying, communication, the role of the media and youth, child safety, teen safety issues such as dating and drinking; and for our parents, parenting and communication. The trainings continue to be implemented using live trainers and our Internet resource Shield the Vulnerable. The majority of our training is through the Internet.

In February of this year, the Office for the Protection of Children and Vulnerable Adults brought onboard, Mrs. Katy Meister, Safe Environment Coordinator. Mrs. Meister is Virtus trained and has experience teaching and facilitating the parent and youth Virtus Touching Safety course and trains facilitators specifically on the Virtus Program. She has been able to provide 1-on-1 support for parishes and schools.

Diocesan Safe Environment training manuals have been translated into Spanish. Future plans call for translations in Vietnamese, Polish and Mandarin.

Our Victim Assistance Coordinator continues to provide outreach to survivor/victims and their families. Ongoing collaborative efforts continue to take place on an ecumenical level and with city, county and state agencies and non-profit community, health and mental health organizations. Such endeavors occur through meetings, conferences and workshops. Most recently, the Diocese and the Office for the Protection of Children and Vulnerable Adults was involved with a countywide multi agency, multi-faith communities, *Elder Summit*.

The Diocese continues to be active with such community-based, national programs as Project Cornerstone, the Greenbook Project and with ICAC (Internet Crimes Against Children).

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

The Archdiocese continues to encourage parents of our Catholic school children and catechism students to attend the Sexual Misconduct Prevention Workshops. Parents are also attending the class for the Protection of Children and Youth that is presented to all of the children in our schools and parishes. This gives parents the opportunity to know what is being taught to their children, and to all the adults who teach their children.

As the Victim Assistance Coordinator for the Archdiocese of Santa Fe I attend as many workshops as possible, if not all of the SMP Workshops scheduled to introduce myself, and let people know what my role is at the Archdiocese. I am also a presenter, and on several occasions have given non-scheduled presentations when the Pastor has contacted me with a situation which requires flexibility to the needs of a parish. Workshops are offered in English and in Spanish.

All the SMP Workshops are presented with a Power Point presentation in conjunction with the handout materials. The Power Point has two short video clips from Children, Youth, and Families on child abuse and reporting. This allows the attendants to have some variety in the presentation, plus the handout materials to take home. The presentation allows enough time for question and answer period and for any questions or comments during the presentation. Included in the packet for the participants is an evaluation sheet that is turned in after the presentation. It is not signed by the participant, which allows for anonymity. On the evaluation there is space provided for comments, there have been instances when participants have written about their own abuse by clergy and non-clergy. In these situations the participants have left a name and contact number for the Victim Assistance Coordinator to follow through with. It is through this avenue that victim's have been able to start their healing process. Also, all of the workshop presenters have a background in counseling or a closely related field or hold licensure in counseling or a related background. By having presenters with this experience it will insure that any victim who comes forward will not be further victimized by a presenter who may not know how to handle the situation.

The Archdiocese of Santa Fe requires that the programs for the Protection of Children and Young People be taught every year in every grade level. There are approximately 11 different programs for the children and 7 different programs for the youth. Also, the parishes and schools are encouraged to expand and develop materials for the classes, however they must begin with a base approved program. This provides some variety and helps to insure that every child is taught about self protection.

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

1. The Diocese modified our educational policy and now requires that all employees, and all volunteers who have regular contact with children be trained every two years, instead of every three.
2. We also expanded our definition of 'mandated reporter of child abuse' to include all employees and all volunteers who have regular contact with children. While not legally enforceable, it was the determination of the Diocese that those who represent the Church must answer to a higher law, and do what is morally correct.

3. During this audit year, the Diocese conducted a review of all priest's files. This was completed by a clinical Psychologist, with many years experience working with victims of sexual abuse. The purpose of this review was to determine that all previously received allegations were investigated thoroughly and objectively according to the requirements of the Charter. As a result, the Review Board is looking into any activity/allegation deemed suspicious or noteworthy. This review is still ongoing.

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

1. The Diocese of Savannah established a separate Office for the Protection of Children and Young People effective September 1, 2007. This new office has enabled the diocese to respond more efficiently to queries, provide individual attention necessary to diocesan entities to improve their programs, and initiate actions to enhance safe environments for children throughout the diocese.
2. Thirty-three new facilitators were trained to present the VIRTUS awareness sessions. Eight of these facilitators are certified to offer training in Spanish.
3. Contracted with Mr. Robert Farley, International Law Enforcement consultant, to make presentations in Savannah both to attendees at the annual Diocesan Teachers In-Service Institute as well as other diocesan employees, volunteers and members of our diocesan family. The subject of his presentation was "Protecting Children from On-Line Predators". The presentations received good coverage by the local media, and generated very positive feedback from participants.
4. Distributed two DVDs to diocesan entities: a VIRTUS refresher program entitled *Keeping the Promise Alive*; and a Robert Farley scripted program addressing on-line predators, *Technology Safety and Security*.
5. Continuing Education:
  - a. Superintendent of Catholic Schools and Diocesan Director of Religious Education attended the USCCB Seminar on child pornography, *Promise to Protect*.
  - b. Director, Child and Youth Protection and Superintendent of Catholic Schools attended the Annual Conference for VIRTUS Program Coordinators.
  - c. Safe Environment Coordinator attended the annual Safe Environment Coordinators Conference.
  - d. Director, Child and Youth Protection and Diocesan Director for Family Life attended seminar on Georgia Sexual Offender Registry program, *Hiding in Plain Sight*, with presentations by the District Attorney's Office and the Special Victim's Unit of the Savannah/Chatham Metropolitan Police Department.
  - e. Beginning in April 2008 with Child Abuse Prevention Month, the diocesan monthly Pastoral Bulletin has run a series of announcements geared to child safety to be shared between parent/guardian and a child.

## **Diocese of Scranton, Pennsylvania**

### **Use of Special Binders to Track Clearances and Safe Environment Training**

In an effort to consolidate the efforts to monitor background checks/clearances and safe environment training for all members of the clergy, employees and volunteers, the diocese of Scranton provides special binders to all pastors and school principals. These binders have instructions and dividers to hold specific documents.

Information to be stored in the binders is as follows:

- Official payroll report from parish or school (list of all employees who are compensated and taxes reported through W2 or 1099).
- List of all clerics and religious in ministry.
- List of all volunteers who work with young people twenty hours or more each year.

With the list established, the diocese knows who is active in a Parish or school and must have a clearance/child abuse background report in the binder. The pastor or principal is responsible for seeing that the required documentation is obtained and that it is current.

The same lists are used to verify that each individual has been trained in the safe environment program. A report of such participation is also listed in the binder.

Prior to the arrival of the auditors who are charged with determining compliance with the *Charter for the Protection of Children and Young People*, appropriate staff perform a “pre-audit inspection” of every binder to make certain that parishes and schools have obtained the necessary clearances and that training in the safe environment program has been provided. A list of those who needed to take specific action is compiled and this is followed up with a particular pastor or principal to ensure compliance.

## **Archdiocese of Seattle, Washington**

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

- Advisory Group for Safe Environment in Hispanic Ministry – **convened July 2007**
- Spanish safe environment classes throughout archdiocese
- Spanish Train-the-trainer session – December 2007
- Most forms/literature translated into Spanish
- Safe Environment Program Coordinator sat on committee implementing the archdiocesan pastoral plan for Hispanic ministry.

### **Safe Environment Program Website - Launched August 2007**

Including information on:

- Safe Environment Programs



- Charter for the Protection of Children & Young People (including full document)
- Office of Children & Youth Protection
- Archdiocesan policies & procedures
- Archdiocesan Review Board
- Safe Environment Training
  - Curriculum information, class schedules and class registration
- Other Resources
  - Resources for downloading regarding reporting, counseling centers and child abuse prevention
  - Links to child abuse resources, civil authorities, community organizations, etc.
  - Background check information
  - Information in Spanish

#### **SETA Net Database – Launched September 2007**

- Centralized data management system for all parishes, schools and agencies to track safe environment training.
- Allows access to records by both parish/school coordinators and archdiocesan administrators.

#### **Internet Safety Resources added to Safe Environment Training – September 2007**

- Detailed Internet Safety Awareness, Tips & Resources for parents and Church Personnel.

#### **Revised *Policy for the Prevention of & Response to Sexual Abuse, Sexual Misconduct & Sexual Harassment* – Promulgated October 2007**

- Including signed personnel agreement which verifies reading and agreement to follow:
  - *Code of Professional Conduct for Church Personnel*
  - *Reporting Suspected Abuse or Neglect of Minors and Vulnerable Adults*
- Policy and Code of Conduct are published on our website for public viewing.

#### **Sponsored KCSARC Interfaith Symposium – January 2008**

- Explored the issues and impact of sexual violence in faith communities.
- Hosted by King County Sexual Assault Resource Center.

#### **Hosted the 2008 National Safe Environment Leadership Conference - April 2008**

- A professional development gathering of safe environment coordinators from throughout the country.
- Featuring presentations by:
  - Dr. David Finkelhor
  - Joan Cole Duffel
  - National Center for Missing & Exploited Children
  - King County Sexual Assault Resource Center
  - Seattle Police Department
  - Office of Child & Youth Protection, USCCB

#### **Child Abuse Prevention Month – April 2008**

- Prayers of Intercessions sent to parishes for Sunday liturgies.

- Archbishop Brunett article submitted for publication in *Origins*.
  - “Moving Beyond Compliance, Towards Conversion: Preventing Child Sexual Abuse” was published on April 24, 2008.

#### **Developed follow-up training for returning staff at CYO Summer Camps – May 2008**

- Includes a review of the various types of child abuse and takes a more in-depth look at how to recognize and respond to disclosures by children.

### **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 our sex abuse policies as well as what is expected of those individuals who work, or volunteer in parishes.
- More than once a year we try to find a safe environment subject to print in our diocesan publication. Usually on what we are doing or what is expected of those working with children.

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

1. A more comprehensive, detailed and rigorous program of monitoring the accused cleric is now in place on the part of the Diocese of Sioux City (and the diocese in which the accused cleric now resides, if applicable). A monitoring agreement is entered into between the accused cleric and the Diocese, which spells out the rights and responsibilities of both sides, as well as the consequences for any serious and deliberate violation of the agreement. The subsequent monitoring requires a monthly written evaluation, regular visitation, frequent telephone calls (placed by the Diocese of Sioux City to the accused), and spiritual/emotional support (e.g., a regular confessor, spiritual direction, etc.) These changes were made in order to provide greater assurance that the accused cleric was fulfilling the requirements of his state of life as decreed in the penalty that removed him from priestly ministry, that he received the necessary support to maintain that state of life, and that children and young people would be better protected.

2. On two occasions the Diocese of Sioux City provided funding and assistance for ecumenical gatherings involving both clergy and lay people from a variety of denominations. These gatherings, under the title, *A Faith-Based Response to Child Sexual Abuse*, provided several presentations by a noted expert in this field, along with opportunities for group discussion and deliberation. These two presentations were attended by approximately 150 people in all and were deemed very successful and helpful by all concerned.

3. Through its pastoral outreach program, the Diocese of Sioux City constantly seeks to reach out to victims by providing them with opportunities for healing and reconciliation. Support groups,

individual therapy, and spiritual direction are offered as means by which such reconciliation is provided. One-on-one conversations with the Bishop or his delegate—either in person or by telephone—take place, during which understanding and affirmation of the victim’s plight is the foremost concern. **A new retreat opportunity, entitled *Committed to Freedom*, is also slated to be offered to victims of child sexual abuse—whether by clergy or others—later this year.**

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

### **Annual Training Requirement:**

The Diocese of Sioux Falls requires safe environment training for all children, volunteers, employees, priests and deacons on an annual basis. The training must be completed and documentation submitted to the Diocese by March 1 of each year. The intent is to keep our parishes and institutions focused on the importance of providing a safe environment for our children to learn and grow in their faith.

### **On-Line Safe Environment Training Option:**

The diocese researched several different on-line training options during the 2007-2008 audit year to find a product that would meet the needs of our parishes and institutions. The goal was to find a training program that was user friendly, cost effective, true to the teachings of the Church while still meeting the requirements of the Charter Audit. At the end June of 2008, the diocese began using the Safe and Sacred Environment developed by Professional Learning Board, Inc. The training program is called “*Recognizing Child Abuse*.” In addition to meeting our original goals, we are pleased with the outstanding level of customer service that the diocese and our end users have experienced using this product. The training website was customized to reflect our website, and the actual program is tweaked and adjusted on an ongoing basis to minimize any navigation difficulties that our users may experience using the site. These adjustments are based on the comments and feedback that we get from our end users and happen almost immediately. To date, the comments are very positive, and the usage has exceeded our original expectations.

### **Monthly Newsletter:**

The diocese has developed a monthly newsletter specific to safe environment issues that is mailed or emailed to each location. This newsletter is intended to keep the Safe Environment Coordinators at the locations informed on the latest information coming out of the diocese, provide tips and suggestions on how to meet the annual training requirements and provide documentation on processes and procedures. In addition, a ‘list serve’ has been developed to provide the SE Coordinators with up to the minute information on safe environment issues in our diocese, and to gather input during the development of new processes and resources.

### **Training for volunteers working with vulnerable adults:**

The Diocese of Sioux Falls requires that all volunteers who work with vulnerable adults attend annual safe environment training. The training program used in 2007-2008 was a diocesan developed program entitled “Promise to Protect” that is specific to the signs and symptoms of

adult abuse. A new program has been developed by the diocese to be used in the 2008-2009 audit year, which consists of a power point presentation that safe environment coordinators can use to train the volunteers in their locations. In addition, the diocese is working with Professional Learning Board, Inc. to develop an on-line training program for this audience. The hope is to implement that program for the 2009-2010 audit year.

### **Regional Meetings:**

The Safe Environment Coordinator attended several regional diocesan meetings throughout the 2007-2008 year to give administrators and priests the opportunity to address concerns and ask questions regarding the safe environment program. These opportunities were well received and provided the diocese with feedback on our current programs and suggestions on how to improve the processes. As a result of these meetings, the diocese saw an increase in the number of phone calls that were received regarding safe environment issues and an increase in the accuracy of the documentation that was submitted summarizing the training requirements.

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

- 1.) We do annual training of priests, deacons, candidates for ordination, educators and parish school employees, volunteers and others regarding Protection of Children and Young People.
- 2.) Over and above the Virtus training we make enrichment materials available to the schools/parishes for training as they desire.
- 3.) Began discussion and meetings of 2 Review Board members in addition to Fr. Steven Dubliniski, Vicar General and Roberta Smith, VAC, to learn additional information related to the formation process in our local seminaries. Plan is to open communication, learn more about formation process particularly as it relates to celibacy and chastity and develop a collaborative relationship with the Seminary Board as it develops. .

### **Diocese of Springfield, Massachusetts**

#### **ADDITIONAL ACTIONS School Safe Environment programs**

In addition to the “Child Lures” program, all the parochial schools in the Diocese have implemented additional trainings, workshops, and presentations for students. Many schools have also updated their emergency procedures and policies for school climate that includes addressing bullying and other forms of harassment and abuse and have made it possible for staff to attend workshops and conferences.

#### **Programs for children include:**

- “Officer Phil” Safety Program: how to respond in emergencies
- Community Problem Solving presentation by high school students for younger grades on MySpace and Internet safety
- Cyberspace bullying
- Blest Are We Religion text incorporating “Think First and Stay Safe” curricula

- Boy Scouts of America's "Second Step," "Learning for Life" and "Positive Action" lessons
- Computer classes include information on Internet safety and students sign Acceptable Use policies
- Workshops on friendship, getting along, anger management and negotiating
- Various theatre performances, interactive assemblies and a stunt-bike rider show with themes about kindness toward others, self-respect, peacemaking, etc.
- The Molly Bish Foundation sponsored several events with a focus on safety; provided fingerprint identity kits
- Fire safety
- High-school workshops on date rape, chat-room safety, drinking and driving
- Guest speakers from the District Attorney's office

### **Staff workshops**

- Local psychologist provides professional development on teaching social skills and addressing bullying
- Conference about girls and social aggression
- Bullying prevention and Intervention

## **Eparchy of St. George's in Canton for Romanians**

Comparison Study with other Dioceses:

A computer search was performed reviewing the programs of several dioceses to compare information relating to child safety with our program.

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

### **Internet Safety Initiatives:**

In order to maintain a safe environment in our parishes and schools, the archdiocesan Office of Internal Audit has conducted numerous Internet Filtering Audits at parishes and schools aimed at ensuring that appropriate filters were in place. Any concerns identified at the school-parish level were communicated to local leadership.

The archdiocesan Child Safety Committee is evaluating instructional videos for principals, teachers and parents describing in depth the problems of inappropriate electronic communication and the challenges posed by internet social networking sites. The committee is also developing a policy which addresses the appropriate use of social networking sites by principals and teachers in communication with students. The topic of cyber-bullying was included in a legal issues presentation to school principals in the spring.

### **Expansion of Parent Forums to Address Timely Issues**

Several years ago the Catholic Education Office began offering mandatory parent meetings for parents of incoming ninth-graders. These have been expanded and last year were put in place for parents of third-graders. The forums offer an opportunity to impart information on critical, timely issues for parents. After discussions by the Child Safety Committee this year, the topic of the "Choking Game," was approved for inclusion into the forums.

### **Additional Support for Local Child Safety Coordinators:**

Our Safe Environment Program operates as a very decentralized system so a large part of our SEP Office's mission is to offer support, education and gratitude to the child safety coordinators who in many cases do their work at the parish as volunteers. To that end this past year we began deanery-based meetings where the safety coordinators could come and ask questions, get training tips and discuss problems. This is in addition to our on-site audits of all parishes and training sessions at our central location. We have also published a "Buzz Book" with all the coordinators' contact information to make it easier for them to get in touch with one another since many of our employees and volunteers work at more than one location. Both efforts were met with gratitude.

Following the audit last year we invited all of the child safety coordinators to a Mass and luncheon with Archbishop Burke so he, on behalf of the Archdiocese, could thank the coordinators for their efforts. We also took out an ad in our local Catholic newspaper naming the coordinators and thanking them for their service.

### **Increased Scrutiny on the Inclusiveness of Databases**

After our first year of on-site audits in 2006-2007, it became clear that while the local child safety coordinators were extremely organized with the required background checks and codes of conduct, a little more clarification was needed as to which individuals should be included in the database. With our audit visits during 2007-2008 our office spent more time reviewing employee lists, volunteer rosters, and even parish website information and Sunday bulletins to make sure that anyone who came into contact with children and young people was in the database and would become in compliance.

### **Accommodating Those Who have Trouble Attending Workshops**

We identified groups of individuals who seemed to have the most problems attending workshops – elderly school tutors, people new to the country who don't have a car – and we now offer the workshops where they do their work or volunteer service as opposed to expecting them to come to another site. Attendance at these sessions was very good. We also found that college students, planning to assist on Luke 18 retreats at their winter break, were a group that often ran into problems attending Protecting God's Children workshops. We have scheduled two workshops specifically for this group immediately before and after Christmas.

### **Making Our Documents and Publications More Accessible**

We have made our policy book much more accessible by having it on line both by individual sections as well as the book in its entirety. We have all SEP program forms on the website as well as in our Safe Environment Program database.

Although we have a number of parishes that have Hispanic ministries we have had virtually no requests for documents published in Spanish. We do have a translator who presents workshops in Spanish, and we get virtually no requests for her services. However in anticipation of increased requests, we are in the process of translating even more of our documents into Spanish. Currently the state of Missouri does not have multi-lingual background check forms so we are submitting our translated Spanish version of the form to them for their approval and use if desired.

## **Eparchy of St. Nicholas of Chicago for Ukrainians**

- **A front-page article** by Serge Michaluk was published in April's edition of the Eparchial newspaper "New Star" on the occasion of acknowledging April as a National Child Abuse Prevention Month. It included useful information on recognizing sexual abuse, preventive strategies and initiatives, as well as safe environment ideas for parents, parish and community leaders, and clergy. Numerous Internet resources and tip lines for reporting various types of child abuse were listed at the end of the article. The "New Star" is a bi-weekly Eparchial newspaper delivered free of charge to all the parishes of the Eparchy and almost two thousand faithful located in 16 states.
- **A Power Point presentation** about Safe Environment and Audit Compliance was conducted by Serge Michaluk during the Annual Clergy Conference on May 6<sup>th</sup>, 2008. Informational packets and CDs with Safe Environment resources were distributed to almost fifty clergy and lay participants.
- **A supplementary Safe Environment Training** called "You Matter", developed by the Archdiocese of Atlanta, is being customized for implementation in all the parishes and missions of the Eparchy. Its main purpose is to provide clergy, volunteers and particularly parents as the primary educators of children an opportunity to learn more about child abuse issues, to promote safety in families, parishes and communities, and encourage local safe environment initiatives.
- **On-site visits** to those parishes which have compliance difficulties with any of the Articles of the Charter are being conducted by Serge Michaluk, starting from those in the Chicago area. The compliance visits include personnel file and documentation reviews, detailed interviews, useful resource distribution, technical support and guidance. If necessary, follow-up visits are scheduled in three or six months.

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

1. The diocese has added Internet Safety to its Safe Environment Programs. All those attending Safe Environment Programs receive Internet Safety Instruction on how to keep their children safe while on the Internet through handouts from the FBI (A parents Guide to Internet Safety) and a handout entitled "A Parent's Guide to Safeguarding Children and Teens from the Internet's "Dark Side". This addition to the program has received rave reviews from those attending Safe Environment, especially beleaguered parents and adults who are technologically challenged when it comes to using cyberspace.
2. The diocese performs independent procedural audits on an annual basis in the parishes. Each year an independent auditor audits the procedures for 1/3 of the parishes in the diocese. Audit of the safe environment program documentation is performed during these annual audits.

3. The schools must complete and submit on an annual basis a paper audit of their individual programs. This audit is based upon the USCCB Checklist for Parishes and Schools Necessary Documentation for Secretariat of Child and Youth Protection (SCYP) Audit form questions that are posed during on-site audits.
4. The Victim Assistance Ministry collaborated with the Vicar General and the local Voice of the Faithful chapter to offer a diocesan wide Day of Atonement during the Lenten season. This took place on March 11, 2008 in the Cathedral Chapel. It was to offer reparation for the sins of clergy sexual abuse and pray for the continued good works of priests in this diocese. The first hour was quiet prayer before the exposed Blessed Sacrament followed by an hour of community prayer presided over by the Vicar General. All priests and laity of the diocese were encouraged to attend. Readers and participants included those involved in the Victim Assistance Ministry, Voice of the Faithful members and those who have been sexually victimized. Approximately 100 people were present. Attendees, particularly priests, expressed appreciation for the prayerful opportunity.
5. The Victim Assistance Minister applied for and was awarded a grant from the Province of Holy Name Friars in NY to fund a weekend retreat for women who are survivors of sexual abuse. The weekend will address the spiritual healing of the wounding from abuse. Participants will include those who are victims of clergy sexual abuse as well as other offenders. The weekend will take place in April of 2009 but is mentioned now because the writing and rewarding of the grant falls within this audit period.
6. A survivor of clergy sexual abuse collaborated with the Victim Assistance Minister and a writer from the local Florida Catholic to submit an editorial piece calling attention to the public school system's lack of accountability with regard to sexual misconduct of its teachers. Recently there have been a number of teachers charged with sexual crimes of students and this survivor is incensed by the school system's response. On his own initiative and speaking as a victim of clergy abuse, his article questions why the school system cannot be as accountable and proactive as the Diocese of St. Petersburg has been with this issue. It will be published soon in the Florida Catholic.

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

1. 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.
2. A collection of Bulletin Announcements of Protecting God's Children were sent to ALL Parishes in the Diocese, to place in their weekly Bulletins. The Pastors are very cooperative, in using the Bulletin Announcements.
3. The Editor of The Diocese monthly Magazine, "The Catholic Islander", adhered to the Auditor's request (Mr. Tom Gavin- 2007 Audit), and placed Ms. Callista Julien name as the contact person Re: Child Protection.
4. Virtus Trainings were held on St. Thomas, St. Croix and St. John 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 and enlightened by the information.



## 5. REQUESTS FROM AUDITOR RE: AUDIT 2007 & RESPONSE

- To expand Section 2454 & 2455 from the Diocese Code of Conduct & Procedures Concerning the Protection of Minors – On going process. Still working on the information.
- If public schools are conducting Child Protection Training and if the State mandated public schools to conduct training programs – There are no training programs in the public schools, and the state does not mandate the public schools to have training programs. I had discussions with Mr. Harrigan, Deputy Superintendent, from the Department of Education.

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

Our Child Protection Review Board completed audits of all our parishes and missions and they are in the process of preparing for a new round of audits.

The Child Protection Review Board has met on a regular basis this past year. During the last year it has prepared to undertake the revision of the diocesan *Decree on Child Protection*. The Safe Environment Program is also undergoing revisions through another committee.

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

The Diocese of Stockton has a Safe Environment Coordinator in each of the 34 parishes and through the Diocesan Safe Environment Coordinator offers some useful tools to support the work in the parishes:

1. The Diocesan Safe Environment Coordinator (DSEC) meets every other month with the 34 parish coordinators. At these meetings the DSEC trains the Parish Safe Environment Coordinators (PSEC) in data collection and the organization of parish files. She addresses local questions about presenting curriculum to different publics including catechists and offers assistance and support to maintain open lines of communication with each of the parishes.
2. DSEC sends out bulletins to the parishes four times a year and a fifth special one in April, Child Abuse Awareness Month. These bulletins contain safe environment messages that can be duplicated in parish bulletins and other printed material.
3. DSEC talks to different public and church organizations like “Women of the Moose,” Youth Ministers, Serra Club and others upon request.
4. Within every two years the DSEC visits each of the 34 parishes to review records and procedures and to enhance open communication.
5. DSEC has assured that safe environment training is present within the curricula of other diocesan offices who offer adult in-service.

## Diocese of Trenton, New Jersey

In anticipation of the USCCB Audit and to share the vision of the Charter with all locations in our diocese, a Child Protection Policies & Procedures Manual was developed by Margaret Dziminski, Child Protection Coordinator. The manuals were distributed at educational workshops, not only to ensure their placement at each and every location, but also to supply all locations with the necessary forms and information on how to conduct the required criminal background checks. These manuals have been well received and since they are in an orange binder they are quite visible so all staff & volunteers can place their hands on it if the need arises.

The Diocese of Trenton continues to be guided by the *Memorandum of Understanding* between New Jersey dioceses, the Attorney General of New Jersey and the New Jersey county prosecutors. This *Memorandum* codifies the cooperation with law enforcement and provides an additional way to facilitate the reporting to authorities of sexual assault of minors. The diocese goes beyond the *Charter* requirements in that it reports **all** allegations of abuse to public authorities, whether the person bringing the complaint is a minor or now an adult, without regard to how long ago the abused is alleged to have occurred and whether or not the accused is living or deceased.

Our Victim Assistance Coordinator and Safe Environment Coordinator, along with representatives from the other dioceses in the state of New Jersey, meet quarterly to share information, best practices, common experiences, and generally to support each other.

During the month of June 2008, the diocesan attorney and victim assistance coordinators appeared on *Catholic Corner*, a weekly 30-minute television program sponsored by the diocese of Trenton. They discussed the Charter and how it is implemented in our diocese. This video is available for viewing.

During the month of April 2008, a series of articles regarding the Charter appeared weekly in the diocesan newspaper, *The Monitor*

The New Jersey State Police in conjunction with the Federal Bureau of Investigation have streamlined the criminal background check policies for all volunteers and employees who have ongoing, unsupervised contact with minors. During the first few years of compliance, we were only able to utilize the collection of fingerprints through an ink and roll process. We now have a live scan process in place which minimizes the amount of unclassified prints we receive.

During the month of April, Child Abuse Prevention Month, we redistributed posters on how victims can report abuse. We published them both in English and Spanish.

Internet Safety & Security Technology programs were offered in each county of our diocese; not only for the benefit of our school employees but also our parents.

The Diocese of Trenton has expanded its efforts to build awareness in the community about the Diocese's "Promise to Protect and Pledge to Heal" by providing the parishes with a How to Report notice and asking them to publish in their church bulletins. This request was issued in

June, 2008, and will be repeated twice yearly. Parishes were asked to send in their bulletins that included the published notice. We have received several dozen bulletins from our first request. We expect that more will get on board with each subsequent request.

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

The Diocese produced a prayer card based on the sculpture that was created and installed in the pastoral center as a reminder of the commitment of all in the Diocese of Tucson to maintain a safe environment for the children and youth in its care and for all in the community.

The Diocese of Tucson educated 2711 additional volunteers without independent access or influence over minors or vulnerable adults. These persons, by virtue of this training, become additional eyes and ears for the safety of children and vulnerable adults.

Dr. Duckro continues to serve, now as Past President of the Board, the Southern Arizona Children's Advocacy Center. This service, with released time from the Diocese, is part of the commitment of the Diocese of Tucson to serve not only the children in its care but the children in all of southern Arizona.

Dr. Duckro consulted with the Tucson Police Department to assist them in developing a research program to determine risk factors in the corruption of undercover officers and ways in which corruption might be prevented or recognized early. The consultation was based upon lessons learned in developing the Safe Environment Program of the Diocese of Tucson.

The Diocese collaborated in the effort of the Secretariate for Child and Youth Protection to mark Child Abuse Prevention Month. Bulletin announcements and homily tips were distributed to pastors. Two articles were published in the diocesan newspaper.

A new video was produced to assist in the additional ongoing education of clergy, employees, volunteers and parents. The new video makes clear the rationale for the education of children and youth in personal safety.

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

We promote St. Maria Goretti as patroness of abused children through promoting a diocesan week of prayer. The example of Maria Goretti in forgiving her abuser has been found by many victims to encourage them to work on forgiveness.

Actively promote the Maria Goretti Network, a lay organization begun by a victim of clergy abuse. It provides peer support to any victim of any kind of abuse as well as support to those who care about abuse victims.

Actively encourage a Catholic woman PhD Social Worker to be involved in identifying and advocating issues connected to rural areas. Particularly child welfare and cultural competence. Rural areas, like the Diocese of Tyler, pose significantly unique opportunities and challenges for

social services. These efforts are leading to better understanding at the state level of the problems and opportunities to better address care of children in need in our communities.

## **Eparchy of Van Nuys for Byzantines**

### **DATA BASE**

All Safe Environment records for the past three year period have been computerized. using a customized Access Program. It enables an accurate reading of dates for background checks and Safe Environment Formation Programs. Each Safe Environment contact person or pastor received a copy of their updated file, thus becoming aware of those who received background checks, those who had read the Eparchial Code of Conduct and those who had formation in Safe Environment.

### **REVISED EPARCHIAL CODE OF CONDUCT**

Because a new Eparchial Bishop, Gerald Dino, was named for the Eparchy of Van Nuys, it necessitated a revision of the Eparchial Code of Conduct. Bishop Gerald Dino and the Review Board participated in the revision. (See revision on Van Nuys Eparchy website)

### **C.A.R.E. (Christians Always Respect Everyone) PROGRAM PRESENTED AT CLERGY DAYS**

Following the ordination of our new Eparchial Bishop held in March, all priests, deacons and religious met in April in San Diego. This meeting provided an excellent opportunity for the C.A.R.E. Program to be presented. Originally created for the Eparchy of Passaic, Bishop Dino, the former Safe Environment Coordinator for that Eparchy, was eager for Church Personnel to become acquainted with the Program. It was received graciously and enthusiastically by the participants and suggested that this C.A.R.E. Program be used for the forthcoming year in each of the Parishes in our Eparchy.

### **UPDATED FLIERS AND POSTERS**

“Promise to Protect-Pledge to Heal” fliers and posters were created to reflect Eastern Catholic Spirituality. Our Eparchial Bishop and Safe Environment Review Board participated in creating these fliers and posters.

### **UPDATED CONSENT FORM**

At the recommendation of our previous auditor, Larry McCormick, the consent form signed for the background check has been revised and updated to include confirmation of having read the Eparchial Policy on Safe Environment.

## **Diocese of Venice, Florida**

The Diocese of Venice continues to hold mandatory annual “Safe Environment Program for Children and Youth” training sessions in every parish. These sessions are presented during a regular religious education class and all parents are provided with opt-out forms if they do not desire to have their child participate. All parishes are required to keep a record of opt-out forms as well as a list of children who did not attend the training and did not submit opt-out forms. **OK**

## **Archdiocese of Washington, D.C.**

1. The Archdiocese of Washington developed a series of informational sessions for parish leaders to discuss our child protection commitment; our outreach and services to victims and our prevention programs; and to give participants the opportunity to ask questions and offer their insights and suggestions. More than 200 parish leaders, including laity and some clergy, participated in seven sessions held at parish locations throughout the Archdiocese. Each session was led by the Chancellor and several senior staff members within the Archdiocese, representing the Office of Child Protection Services, the Office of Communication, and the Secretariat for Parish Ministry and Social Concerns.

2. As part of the Archdiocese's ongoing commitment to provide the best possible education in the area of child protection, we undertook a comprehensive review of the safe environment programs being presented in both our schools and our religious education programs. Criteria were developed for analyzing the programs used by the Archdiocese and programs used by other large dioceses. The Catholic School Office, the Office of Religious Education, and the Office of Youth Ministry/Catholic Youth Organization worked in collaboration with the Office of Child Protection Services to complete the review and make a recommendation to the Archbishop to implement a new program in the fall of 2008. Implementation plans included training and appropriate materials for catechists, youth ministers, and teachers. The Archbishop approved the recommendation and implementation is in progress.

## **Diocese of Winona, Minnesota**

### **Action 1:**

#### **Safe and Sacred – Online Learning Community**

Our 2007 Audit Report included a description of the launch of our Online Learning Community in March of the same year. This has proven to be a wonderful tool to meet the compliance standards of the Charter for the Protection of Children and Young People as well as continually inform the people of God about safety issues and promote additional learning about safe environment topics.

During the 2008 Audit period, three lessons were released in our Online Learning Community and over 3,050 individuals met the diocesan requirements. This group included priests, deacons, employees and volunteers from parishes and schools. Each lesson includes reading, research, examples, interactive questions and a quiz. The lessons developed include:

#### **Part I: Protecting All Children of God**

This lesson empowers each of us with the ability to protect all God's children. Successful completion of this lesson results in recognizing types, signs, characteristics, scenarios, and in general, indicators of suspected abuse.

#### **Part II: Code of Conduct (Essential Commitment)**

This *Essential Commitment* calls us to act according to the teachings of Jesus. It is important to remember that we work side-by-side with Christ and in His name. The following principles guide the development and behavior standards of this Code: Integrity, Respect for Others, Well-being, and Competence.

Part III: Regarding Misconduct (Essential Commitment)

The foundation for this *Essential Commitment* is found in the work of the “Charter for the Protection of Children and Young People” as well as the “Essential Norms” approved by the Holy See. This commitment requires us to recognize, report and respond to all acts of misconduct.

Recognizing that some individuals do not have computer access, our technical team created a lesson booklet and test. These are used on a checkout basis and test results returned to our office. Scores and information are recorded by our department support personnel in order to have consistent records. Coursework has also been developed in the Spanish language both online and through a table-top facilitator’s guide.

The Diocese of Winona has made a commitment to continually produce effective learning lessons based on safe environment issues. During the current audit period, development of a fourth course was completed. This next learning lesson is titled Part IV: Protecting All Children of God in an Online World and goes “live” online in mid-September of 2008.

**Action 2:**

**Safe Environment Contact Ad**

The Diocese of Winona has continued its commitment to consistent publication of our safe environment belief statement in the diocesan newspaper, The Courier. This emphasizes our efforts to keep children safe and offers an invitation to contact us if someone has experienced abuse of any kind. We are also intentional about including information in articles and/or columns throughout the year.

**Action 3:**

**Healing Masses**

Parishes throughout the diocese celebrated Healing Masses for the people of God each month from August 2007 through June 2008. Twenty two Masses were held across the diocese and special prayers, intentions and homilies prepared regarding healing the wounds of sexual abuse.

**Action 4:**

**Diocesan Ministry Days – Learning Lab Opportunity**

Participants at the annual diocesan gathering, “Planning the Ministry, Living the Gospel: Proclaim Jesus!” had the opportunity to get online during the day in Computer Lab #19 at St. Mary’s University to work in our Safe & Sacred learning community. Facilitators were available to answer questions, update information and facilitate coursework from 9:00 a.m. to 3:00 p.m. on June 10, 2008. This allowed diocesan clergy, employees and volunteers to meet compliance requirements for safe environment standards in the diocese.

**Action 5:**

**Weaving Safe & Sacred Through Faith Formation and Youth Ministry**

The diocese hosted two programs in November of 2007 to aid catechists in weaving the standards of the Charter for the Protection of Children and Young People into current Faith

Formation and Youth Ministry program curriculum and practices in all Catholic parishes to meet compliance.

### **Diocese of Worcester, Massachusetts**

1. The Diocese of Worcester is host to quarterly meetings for the New England Victims Assistance Coordinators. Along with an opportunity to keep abreast of what is working or not working in individual dioceses, it also gives the coordinators a chance to review cases which may have involved victims who came forward in another diocese due to changes of residence since an abuse allegedly occurred. Bishop Richard Malone met with the group in his capacity as a member of the USCCB committee on the protection of children and young people, as well as Sheila Kelley of OCYP.

2. The Office of Communications produced a DVD introductory presentation by Bishop Robert McManus, Bishop of Worcester, to be used to greet parents and address our diocesan policy and expectations for parent meetings facilitated by Parish Religious Education programs. That DVD was distributed to Religious Education directors along with available published materials for parents to use at home with their children to teach and/or reinforce key principles about safe environment. The DVD is presented to parents before each training session. The Bishop provides the context of the training to the parents. He explains the program is an extension of their Catholic beliefs.

### **Diocese of Yakima, Washington**

On occasion the Diocese sends to all parishes and schools copies of Virtus training bulletins, and encourages that they be distributed to employees, volunteers and parents.

The Diocesan news magazine occasionally carries stories about Safe Environment.

The Bishop personally visited four parishes in April of this year to reaffirm his commitment to Safe Environments and to answer questions from parishioners who chose to attend the sessions.

### **Diocese of Youngstown, Ohio**

1. After revising the diocesan Child Protection Policy in June, we created a one-page “Summary of Key Points” which was provided to parishes to put in the gathering space, along with a bulletin announcement telling people about it and also how to obtain the complete policy.
2. Began production to update the current video in the “Treasured Gifts from God” safe environment kit. The kit, available to borrow from the diocesan media library, will be made available to each parish and school so they will have their own copy to use as needed.

A special story was printed in the diocesan newspaper, The Exponent, about the revised policy and the production of a new video.

3. Added three more persons to the Review Board: a counselor, a retired counselor, and a deacon who leads a very active youth ministry program at the largest parish in the diocese.
4. Provided Child Abuse Prevention Month bulletin announcement and intercessions to all parishes.
5. Each month, a list of dates, times and locations where “Treasured Gifts from God” will be presented is listed in the diocesan newsletter, *Communique*.
6. Created a list of persons certified to present “Treasured Gifts from God” in order to make the program even more available.
7. Many employees and volunteers who do not work with children choose to participate in the safe environment training and be fingerprinted.
8. Chancellor, SEC, VAC participated in the Safe Environment Conference in Seattle, April, 2008
9. Chancellor, SEC, VAC and Exec. Director of Clergy Services participated in Audit Workshop in Chicago, April, 2008