



**ADDITIONAL ACTIONS
2009**

ADDITIONAL ACTIONS

During the 2009 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 2009.

Diocese of Albany, New York

1. The Albany Diocese now requires all volunteers who are minors to read and sign the Youth Code of Conduct. Parents/ Guardians are required to co-sign this document as well. This Code of Conduct is available in English and Spanish on the diocesan website at www.rcda.org
2. In addition to requiring all seminarians to be background checked and receive Virtus training, the diocese emphasizes with seminarians the importance of maintaining a Safe Environment through other activities and training such as:
 - a. In June 2009 at the retreat for seminarians, there was a detailed discussion concerning appropriate behavior in ministry.
 - b. Several dinner time discussions are held throughout the year regarding maintaining appropriate verbal and non-verbal boundaries.
 - c. The seminarians routinely discuss with the Vocations Director, pastoral situations they may face in the future. For e.g. they discuss appropriate touch when ministering to children, appropriate meeting places, protocol for counseling children pastorally etc.

Diocese of Allentown, Pennsylvania

This year the Diocese, its parishes, schools and related entities, processed a background check through HireRight of all clergy, women religious, and employees. This background check represents a re-check of all of those done in 2004 plus anyone hired since that time, as we have been requiring a background check upon hire. The Diocese paid for all background checks processed from April 1, 2009 through May 31, 2009.

In June 2009, we distributed an updated Diocese of Allentown Overview of Charter Initiatives to All Pastors, Principals, Administrators and Safe Environment Coordinators. The updates included changes that the commonwealth of Pennsylvania made to the Public School Code requiring Federal Criminal History Records for all new School Employees as of April 1, 2007. There were also new requirements for employees of school vendors and school contractors.

We continue to audit our locations through on-site visits by the Diocesan Safe Environment Coordinator, Diocesan Human Resources staff, Office of parish Religious Education and through the insurance inspections performed by Catholic Mutual Group representatives.

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 25 Masses for this intention. The readings, music, and Prayers of the Faithful have been specially selected to offer healing to victims/survivors. One of the Victim Assistance Coordinators speaks briefly at the end of Mass to encourage victims to come forward and report. The Masses have been followed by a simple reception, and those who attend can speak with the Bishop, the Victim Assistance Coordinators, and the other priests in attendance. We estimate that 1,900 people have attended these Masses since their inception.

During this audit period, the Masses were held at:

- Saint Mary Catholic Church, Alexandria on November 18, 2008.
- Saint Mark Catholic Church, Vienna on March 9, 2009.
- Saint Francis of Assisi Catholic Church, Triangle on June 8, 2009.

PRAYER SERVICES FOR HEALING FOR VICTIMS SURVIVORS OF SEXUAL ABUSE

In addition to the Masses to Pray for Healing for Victims/Survivors of Sexual Abuse, the Diocese of Arlington has also hosted a series of Prayer Services for this intention since April 2005. Reverend Mark Mealey, O.S.F.S., Vicar General, has been the main celebrant of most of the 14 Prayer Services for Healing for Victims/Survivors. The readings and Prayer of the Faithful are the same as those chosen for the Masses to pray for healing. The Prayer Services include a survivor's testimony of his/her efforts to heal from the effects of sexual abuse; the Diocese of Arlington has three individuals who work with our program who, after consultation with their treatment providers, have volunteered to speak at various events. The Prayer Services

have been followed by a simple reception, and those who attend can speak with the Vicar General, the Victim Assistance Coordinators, the survivor who spoke during the service, and the other priests in attendance. We estimate that 250 people have attended the Prayer Services since their inception.

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

- Our Lady of Lourdes Catholic Church, Arlington on September 27, 2008.
- St. Jude Catholic Church, Fredericksburg on October 4, 2008.
- St. Louis Catholic Church, Alexandria on April 25, 2009.

EVENINGS WITH BISHOP LOVERDE AT DOMINICAN RETREAT

During this audit period, Bishop Loverde continued to invite all victims/survivors of sexual abuse and a support person to a series of support group meetings at the Dominican Retreat in McLean, Virginia. The meetings consisted of dinner, discussion, and a prayer service. Bishop Loverde offered encouragement to those in attendance in their spiritual and psychological struggles from the pain of abuse. At the end of the evening, the Bishop gave the victims/survivors and their support person a memento of the evening. The gifts this year were olive wood hand crosses and a copy of the New American Bible. The evenings were held at the Dominican Retreat on October 22, 2008, November 3, 2008, May 4, 2009 and May 19, 2009. A total of 229 people- both victims/survivors and support people- have attended the various programs at Dominican Retreat with Bishop Loverde.

ADVISORY BOARD

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

VICTIMS/SURVIVORS PLANNING GROUP

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

- Drafted a brochure that has been placed around the diocese in offices and parishes.
- Developed a plan for a conference for diocesan employees about how to help victims/survivors, which currently is on hold.
- Discussed planning for a day-long retreat for victims/survivors and a support person that is scheduled for fall 2009.

PRIEST WORKSHOP

The Office of Victim Assistance offers annual workshops on abuse and trauma to a select group of diocesan priests who provide spiritual direction to victims/survivors of sexual abuse. These priests offer an important spiritual component to healing for victims/survivors. This group of priests is trained by area professionals and has the opportunity to hear testimony from a survivor of sexual abuse. This year, the training was held on June 5, 2009. Renowned psychologist Dr. Christine Courtois presented on complex trauma, abuse, and spiritual direction, and two survivors of clergy abuse spoke to the priests.

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

- Bishop Loverde has encouraged the Victim Assistance Coordinators in outreach efforts to victims/survivors of incest and violence on the streets in addition to those who were abused by someone in the Church.
- During the last audit period, the Victim Assistance Coordinators have received calls from 47 individuals and family members who have suffered from abuse in their families or through violence on the street. In addition, the Victim Assistance Coordinators continued to provide outreach and healing to 15 individuals and family members who contacted the office in previous years.

COMMUNICATION

- The VACs sent color copies of the schedule to all pastors for their parishes.
- The VACs wrote letters to pastors whose parishes are near the ones hosting events. The letters asked the pastors to promote the masses and prayer services in their area, both in the announcements and in the bulletin.
- The Diocese hired a second VAC during this past audit year. She has visited a number of parishes around the Diocese to give presentations at staff meetings. These presentations are opportunities for introductions and reminders to the parish staff about victim assistance ministry.

COLLABORATION

The VACs met with the Office of Catholic Schools to help address issues of child-on-child abusive incidents. The VACs identified local public school representatives to present their curricula to address harassment by children. The VACs assisted in the policy development to ensure a new character education requirement would be imparted to the Catholic school students to increase their pro-social and pro-Catholic behaviors. In addition, the VACs worked with the Superintendent to revise the reporting policy when incidents occur between children at the schools.

PUBLICITY

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

Child Training

The Diocese relies upon the requirements of the public school Virginia Standard of Learning to provide safety training for children associated with the diocese who are not enrolled in Catholic Schools. These students are provided additional training in all religious education classes consisting of “Formation in Christian Chastity,” to provide reinforcement to the training received in the public schools and to provide a faithful context to child safety training.

Archdiocese of Atlanta, Georgia

Supplemental Safe Environment Training for K-12PSR – You Matter

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. We have included in their religious education classes “You Matter”. “You Matter” is a program designed and assembled by the Archdiocese of Atlanta as a part of the Safe Environment program. “You Matter” provides age appropriate curricula including coloring books, Activity Books and DVD for teens.

Outreach for Victims

In an effort to reach out to victims of abuse by church personnel it has been requested to all Archdiocesan Parishes to publish in their parish bulletin the reporting abuse ads.

The Archdiocese sent to each parish a brochure entitled “Promise to Protect. Pledge to Heal”. This brochure encourages parishioners to report abuse by church personnel, and provides the telephone numbers for the “hot line”. The parishes are also requested to post a copy of the brochure material in the parish bulletins at least once a month. Several parishes have implemented this program to date.

Diocese of Austin, Texas

In August 2008 the Diocese of Austin expanded our Policies on Ethics and Integrity in Ministry to include additional ministries and organizations that serve minors. The EIM policies now also require compliance for those who serve in liturgical ministries and in many social service organizations. Liturgical ministries would include hospitality/ushers, ministers of Communion, lectors, music ministers, sacristans, etc. In their roles of leadership within the faith community they may find themselves in situations where they might be in contact with minors also serving in liturgical ministries. Members of social service organizations such as Knights of Columbus, Ladies Clubs and vocations groups are now asked to be compliant with EIM policies. Even though the primary mission of these groups is not the service of members, they do have programs that do directly serve minors within the parish (i.e. basketball free-throw contests, youth vocations events, Breakfast with Santa, etc). We ask those in leadership in our parishes to help us be eyes and ears in our communities, helping us watch out for our most vulnerable.

Diocese of Baker, Oregon

A new program entitled *Healthy Families: Safe Children* has been developed by Lynne Bissonnette-Pitre, M.D., Ph.D. with assistance of a Panel of professionals and the Diocese of Baker. It is a program to assist parents in promoting the sound moral formation of children while protecting their innocence and guarding them from abuse. This program will be required throughout the Diocese of Baker this fall for parents of children in our schools and religious education classes. Parents will have an opportunity to “opt out” if they wish.

Diocese of Baton Rouge, Louisiana

- Parish and School Audits conducted for every site annually. New volunteer and employee records are audited annually by the Office of Child and Youth Protection, for the purpose of verifying compliance for that audit period. Required action reports are sent out by the Office of Child and Youth Protection for deficiencies found; follow up checks for deficiencies-ongoing.
- Annually, the Office of Child and Youth Protection designs a Public Service Announcement on a child protection theme, which is played the entire month of April (Child Abuse Awareness Month) on our Catholic Television Channel 15. The topic for this audit period was on the subject of Interactive Gaming (warning parents about the dangers of interactive gaming).
- Articles for newsletters on Safe Environment issues were sent to all parishes and schools to be used during the month of April. Prayer card templates for victims of sexual abuse were also sent out to parishes for print/use as needed.
- In January, 2009, the Office of Child and Youth Protection hosted an additional mandatory training for all Child Protection Site Coordinators and Directors of Religious Education of all Parishes and Schools –“may attend” invitations were also sent to all Principals of Catholic Schools on the *Dynamics of Disclosure*. The guest speaker, Sister Kathleen Cain, is a Franciscan Sister who is also a local attorney. The purpose of the training was to focus specifically on the disclosure process and to reinforce the mandatory reporting principles already taught in the basic diocesan safe environment training for adult employees and volunteers. This “Train the Trainer” conference supplied a PowerPoint presentation for all attendees to then go back and train the individuals in parishes and schools who teach the *Circles of Care* program to the children. It is mandatory in our diocese that all teachers of the *Circles of Care* program be trained in this *additional* training.

Diocese of Belleville, Illinois

The Diocese of Belleville has continued to require annual training for all Employee/Volunteers who have substantial contact with children. This topic for 2008-2009 was Bullying and was article-based. Discussion questions were provided for those locations who wanted to offer a group presentation verses individual training. The articles were posted on the diocesan website for convenience to our audience.

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

The Office of Child Protection completed 7 reviews of parishes and/or schools during this audit period. The process has helped locations recognize any deficiencies and has created a larger awareness of the importance of child protection. It has also given locations in-person contact with the Director of Child Protection so that any questions/concerns can be addressed while on-site. The schools that are completed are done in conjunction with the Office of Education and the State Board of Education.

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

Diocese of Bismarck, North Dakota

Dakota Catholic Action - Monthly diocesan newspaper

The diocese has taken a number of steps to help assure the training materials have been offered. As a “backup,” to the diocesan efforts we published specific training materials in the diocesan newspaper in June 2009 for parents and minors. The information was delivered via US mail to every registered Catholic household, 24,000 +, in the Diocese of Bismarck which assures that such information is delivered and made available to all Catholic households in the diocese. See article on page 23 of the newspaper at the following link: <http://www.eidoconnect.com/dcapdf/June%202009%>.

Safe Environment Training –

The diocese received grant funding to provide for training throughout the diocese in the fall of 2008. The training was conducted by the Dakota Children’s Advocacy Center and Betty Greff, diocesan faith formation director.

Children’s coloring contest –

The diocese jointly sponsored an art contest with the Dakota Children’s Advocacy Center in the fall of 2008 for the third and sixth grades in the Catholic schools in the diocese.

Parish audits -

The diocese initiated an internal parish Safe Environment auditing program, distributing a detailed checklist to each of the priests which will be monitored by the deans.

Diocese of Boise, Idaho

Diocesan Review Board Action

The Diocesan Review Board directed a review of the Safe environment Programs for Children and Youth, Employees, Volunteers and Parents. Dr. Mike Sexton, Director of CARES (Children at Risk Evaluation Services), an Idaho agency within the Governor's office, provided the review. Information from that review was disseminated to trainers throughout the Diocese from Dr. Bob Fontaine, Director of Human Resources/Child, Youth and Adult Protection, on 10/9/2008, and reiterated in the quarterly publication "Communicator" sent to all persons in leadership positions at all parishes. . Recommendations focused on the relevancy and accuracy of the information provided in the safe environment workshops.

Following the Safe Environment Program review, the Diocesan Review Board approved a resolution requiring all religious education programs in parishes and schools in the Diocese of Boise to provide safe environment education annually to all minors. This resolution came after discussion noting that some parishes relied on the local public schools for safe environment instruction rather than providing their own programs.

Diocese of Bridgeport, Connecticut

During the month of May 2009 a special Safe Environment Awareness and Prevention Program on the topic of Bullying was conducted for parents. This program was provided by the Director of Safe Environments and Victim Assistance Coordinator together with the Office for Education. An updated school bullying policy was finalized during 2009. More than 100 parents were in attendance. The presentation included a discussion on cyber-bullying, safe "texting", awareness of the problem of "sexting", online games and ratings. This was one of our continuing education series that we hold for parents and others on an annual basis. A local Safe schools committee is being developed in many schools throughout the diocese to review safety issues and to arrange for speakers on various subjects including internet safety and bullying prevention.

April 2009 Child Abuse Prevention Month, the Diocese of Bridgeport distributed pamphlets, articles and participated in several media events. The Director of Safe Environments and Victim Assistance Coordinator participated in a TV talk show through the Archdiocese of Hartford Office of Radio and TV called "That's the Spirit". The show communicated the Charter for the Protection of Children and Young People, Safe Environments in the Diocese of Bridgeport and included a discussion on Safe Environment awareness training for adults, children and youth and an overview of background checks. The number for the victim assistance coordinator was provided and victims of abuse were encouraged to come forward so that healing can begin. Several calls were received as a direct result of this broadcast.

During the month of April 2009 the Diocese was requested to be a part of a second show called "Cross Roads". The Archdiocese of Harford Office of Radio and TV ran a story for their magazine and aired a broadcast of a show dedicated to VIRTUS training in the Diocese of Bridgeport. The program showed clips of an actual live training in progress an interview with the

Facilitator as well as comments from participants. This was broadcast on local radio and television.

Review of retreats and events for Safe Environments:

During the month of April we assisted Amber Alert Program to become Safe Environment compliant. The Amber alert program is a child safety ID program where children receive safety information and are photographed for ID's. The image is generated via computer. In order for the event to take place on diocesan premises, all volunteers of this event were required to complete a criminal background check through the local police department. The coordinator of the event indicated that this was the first time in the State of CT they have ever been asked to be background checked as volunteers of the event.

The Safe Environment Program in the Diocese of Bridgeport includes Independent Contractors and Vendors. The Diocese of Bridgeport goes above and beyond the *Charter for the Protection of Children and Young People* by including all volunteers, employees, vendors and not just those in direct or routine contact with children. This eliminates the need to evaluate number of contact hours with children for individual groups and it increases the number of trained and background checks personnel across the Diocese. During this current audit period, Catholic Charities provided training opportunities at our soup kitchens.

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.

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

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

Parish Safe Environments committees were a part of several parish events including carnivals, fairs, and fall festivals. Many parishes had informational booths and materials on Safe Environments available throughout the event.

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. This team always includes the Chancellor of the Diocese, The Episcopal Vicar for Administration, The Director of Safe Environments and The Victim Assistance Coordinator. In any situation involving adult-adult complaints the meetings include the Director of Human Resources. In situations involving Clergy, the Episcopal Vicar for Clergy is included. In all cases involving the Catholic Schools, The Superintendent and Deputy Superintendents are included. In situations involving parish

youth programs or religious education the Director of Pastoral Services and the Director of Youth Ministry are included.

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

The Safe Environment office maintains 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.

Safe environment parent training sessions 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 their schools. 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 2009 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. We repeat training for every student in every grade annually and include cyber safety, abduction prevention and bullying awareness in addition to sexual abuse prevention.

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 available in English, Spanish, Portuguese, Vietnamese, Polish, and French/Creole Modified trainings have been provided for persons with learning disabilities and the videos are closed captioned.

Local Safe Environment Coordinators are in place at schools, parishes and Catholic Charities programs with access to the VIRTUS database. The Parish Soft database product has been implemented in several parishes throughout the Diocese of Bridgeport with a program for further assisting with tracking Safe Environment compliance at the parish level.

Safe Environment Column: The Fairfield County Catholic Newspaper provides a column 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 not in good standing. This newsletter is sent to every parish directly from the Bishop's Office and is posted online at www.bridgeportdiocese.com under Resources.

Additional training: Safe Environment information is communicated during all new employee orientations. All new principals and catholic school teachers receive training on CT Mandated reporting laws and procedures.

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

The Safe Environment Office provides cards to VIRTUS participants containing 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.

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. These departments periodically review Safe Environment programs to ensure background checks are in place and Safe Environment training is ongoing for all new employees and volunteers. The audits also include confirmation that each parish is collecting Code of Conduct receipts and Sexual Misconduct Policy Receipts for all of their employees and volunteers. Any compliance issues are reported to Safe Environments and they are included in a written report immediately following their site visit.

Diocese of Brooklyn, New York

1. Outreach to parishes/clusters remains an ongoing activity in order to inform staff and parishioners what the Diocese continues to do to protect children. This past year the following meetings took place:
 - a. January, 2009, a Cluster of five parishes in the Sunset Park/ Borough Park area met and were presented the Procedure for Reporting Allegations, Review Board composition and role, assistance offered to victims, the diocesan investigation process, importance of victim's meeting with the Bishop, how the role the Assistance Office and Intervention Team can be of assistance to local Parish Staff and Parish Community. Also emphasized was the tremendous support of our Safe Environment Office in training all Diocesan staff and children toward the goal of ensuring our children will be safe.
 - b. February 24, 2009, the Bishop convened three lay representatives from each parish in the Diocese. At this gathering, the Victim Assistance Coordinator presented all that the Diocese continues to do to assist victims of clergy abuse, the role of the Review Board and how the Office of Assistance Ministry can be helpful to local parish communities, as well as emphasize the importance of our Diocesan Safe Environment Office.
 - c. Child Abuse/Prevention Posters. Based on the input from victims and clergy, the Diocese developed our own Poster for Reporting Allegations (copies included in the audit). These posters are printed in English, Spanish, Polish and Creole.
 - d. Continued listing of the Diocesan Toll Free Reporting Line on Diocesan Website.
 - e. In addition to providing therapy for Victim/Survivors, we also developed a system that would provide growth and development for the more vulnerable victims. To that end, we have 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. To that end, we have successfully done the following:

- a. Negotiated holistic care for victims/survivors who reside outside the Diocese.
 - b. Assisted one senior citizen female victim who was homeless living doubled up to secure permanent affordable Section 202 Senior Housing. In addition were able to help her secure a computer in order for her to return to her career of journalism. She is now on the road toward achieving this goal.
 - c. Successfully negotiated behavioral health systems here and in other states to work collaboratively with local Catholic Charities in providing necessary social services to victims, beyond the initial counseling requests.
2. **Child Lures Diocesan Trainers:** The City of New York mandates that all children in public schools receive child protection training (see documentation). The Diocesan policy for Religious Education programs is that some supplementary training be done as well to ensure the children are safe. There are a few options. One is to have modified *Child Lures* presentation. In order to assist our directors of religious education with a presentation of *Child Lures*, the Safe Environment Office initiated a program to “train trainers” to teach *Child Lures*. Through a lengthy process that included a time for discernment, forty-two adults completed the training. These trainers go into parishes at the invitation of the DRE and do at least two but sometimes several sessions depending on the size of the Religious Education program. The trainer can receive a stipend but many choose to do the work as a volunteer. It has been very successful and has brought a new energy and enthusiasm to the program.
 3. A semi-annual Appreciation Mass and Dinner was held on April 27, 2009 at Immaculate Conception Center, Douglaston, for all volunteers working with The Safe Environment office. Bishop Nicholas DiMarzio was the main celebrant. One hundred and ten people attended. They are *Virtus* facilitators, Parish Safe Environment Coordinators and *Child Lures* presenters as well as volunteers who do clerical tasks in the office. During dinner an award was given to the volunteer who has logged the most hours since the Safe Environment Office was established in August, 2004.
 4. The website for the Safe Environment Office has been re-designed. A thirty-second “spot” was added. The web site continues to be updated.
 5. *The Tablet*, the Brooklyn Diocesan newspaper, has printed a number of articles regarding different aspects of child and youth protection that have kept the laity informed of the Bishop’s great concern for all people who have been abused in our Diocese.

From Bishop Nicholas DiMarzio:

The Effects of Sexual Abuse July 19, 2008 Vol. 101 # 16

Bishop DiMarzio speaks of the pain of sex abuse and the work of Sister Ellen Patricia Finn OP with victims of sexual abuse by priests. He

describes the assistance program and the need us to pray for healing. He also explains the need for research in the area of sex abuse by clergy.

Protecting God's Children-August 2, 2009 Vol. 101 #18

Bishop DiMarzio mentions the opening of the Safe Environment Office in August of 2004 under the Direction of Sister Pat Hudson CSJ. He describes the programs the office sponsors for children and all adults who have contact with children. Criminal background searches are explained as well as Codes of Pastoral Conduct.

“From Shadow to Light and From Scandal to Healing: The experience of the Diocese of Brooklyn with the Sex Abuse Scandal”-Fall 2009.

Presentation given by Bishop DiMarzio to Diocesan Clergy, April, 2008 was revised for Parish publication and is currently listed on the Diocesan Website so that everyone in the Diocese can be made aware of the importance of protecting our children.

April 25, 2009 Vol. 102, # 4

Bishop DiMarzio answers questions regarding the controversial Markey Bill, clergy abuse, the churches responsibility toward victims and the actions the church has done to prevent the reoccurrence of sexual abuse.

From Sister Pat Hudson CSJ:

The Safe Environment Office needs your help July 26, 2008 Vol. 101 #17

An advertisement was placed in *The Tablet* inviting volunteers to participate in *Child Lures* Training.

43 People are Trained to Teach Child safety program Oct. 4, 2008 Vol.10 #27

This article describes a “Train the Trainer” program that prepared dedicated men and women to go into Religious Education programs and teach the *Child Lures* program. The trainers participated in a discernment process to determine their desire to do this work. The committee of dedicated volunteers who worked with Sister Pat to create the program was given credit for their work.

Attitudes Toward sex abuse have changed-April 25, 2009 Vol. 102, # 4

Sister Pat's article addresses the issue of abuse from a historical perspective and discusses the changes that the programs initiated by the Charter have made to keep children and youth safer.

From Father Hugh Gillespie:

Theological perspective on Safe Environment Training

Father Hugh addresses the need for training children in *Child Lures* from a theological perspective. He makes a strong case in a very straightforward manner. Copies of it have been frequently requested.

6. Posters developed by the Secretariat for Child and Youth Protection, USCCB, were mailed to every parish with an addendum “We are Keeping the Promise”. It listed the *Virtus* Website for registering for a *Virtus* session as well as the phone number of the Safe Environment Office. The Poster invites people to call if they have questions.
7. During April, Sex Abuse Awareness Month, the Safe Environment Office mailed the following:
 - a. One poster in English and one in Spanish with information about registering for *Virtus* (see #6)
 - b. A pamphlet “On line Sexual Predators, How to Protect your Child”
 - c. A list of resources for Internet Safety and Abuse
 - d. A poster “What to do when a Child Discloses Abuse” which includes telephone numbers to call to report.
8. During the summer of 2008, the Safe Environment Office sent a mailing to Directors of Religious Education and to Catholic School Principals as well as all members the schools support services and the religious education offices. The materials included were:
 - a. All Charter requirements for teachers, staff, volunteers and students
 - b. Sample *Child Lures* Parents Book
 - c. Sample Student Personal Safety Workbook
 - d. Flyer describing free Posters, etc. from *Child Lures*
 - e. All information necessary for child and youth protection compliance
9. In the Fall of 2008, annual meetings were held for *Virtus* Facilitators and for Parish Safe Environment Coordinators. There were four meetings for each group and they are scattered around the diocese as well as scheduled at a variety of times to ensure availability of a meeting for all volunteers. After these meetings available *Virtus* presenter lists were revised to reflect continued selection of appropriate facilitators.

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*).

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.

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

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

Office of Safe Environment for Children, Youth & Adults

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 36 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.

Workshops on Internet Safety

The Office of Safe Environment, in cooperation with the New Jersey State Police and NetSmartz Workshop, a division of the National Center for Missing and Exploited Children, held four (4) workshops at parishes in the diocese during the audit period to educate parents, guardians, teachers, principals, catechists, and youth leaders on the dangers to children posed by the Internet (particularly given the growing popularity of chat rooms and social networking sites and the propensity for abusers to use the Internet to groom potential victims). Sessions were held September 15, October 7, November 18 and December 4, 2008.

Web Site

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

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

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

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

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

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

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

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

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

Communication

To ensure that its policies, procedures and expectations with regard to sexual abuse of minors are widely disseminated, the diocese made use of the promotional materials prepared by the USCCB's Office of Youth protection, including mailing to each parish in April 2009 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 January 22, 2009, 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. The memorandum also included suggested bulletin announcements for parish use.

Also, the diocese's Director of Safe Environment for Children, Youth & Adults penned an article in the April 30, 2009 edition of the diocesan newspaper, the Catholic Star Herald, to mark national child abuse prevention month and to describe the diocese's safe environment and protection efforts.

Finally, 50 weekly notices were placed in the diocesan newspaper, the Catholic Star Herald, advertising the 800# for the reporting of abuse.

Assistance with Research

The diocese participated in CARA's annual "Survey of Allegations and Costs."

Survey of Priests

The audit instrument asks whether dioceses assist priests in living out their vocation in faithful and integral ways. In order to determine needs in this area, a survey of priests was conducted by the Saint Luke Institute in Silver Spring, Maryland in collaboration with the Secretariat for Clergy, Consecrated life, and Vocations of the United States Conference of Catholic Bishops. The surveys were distributed to diocesan and religious order priests in the Diocese of Camden in late November. 142 priests responded to the survey (17 dioceses participated).

The survey report by Rev. Msgr. Stephen J. Rossetti, Ph.D., D.Min., President and CEO of Saint Luke Institute concluded that "overall the priests of the Diocese of Camden reported a good level of wellness and psychological health, higher than the general population . . . [O]verall, the priests of the Diocese of Camden compare very favorably to the general population on measures of psychological wellness."

In particular, the report stated that the priests reported "exceptionally high" levels of satisfaction with priestly life and morale. 91 percent either agreed with the statement, "Overall, I am happy as a priest." 87 percent reported that their morale was good.

The report also found that the priests reported a good relationship with their bishop, Most Reverend Joseph A. Galante, (72 percent). An equal number were supportive of his leadership (72 percent).

Archdiocese of Chicago, Illinois

Documentation will be on-site for auditors review:

- On-Going for Kids Newsletter
- Mandated Reporter Training
- Child Abuse and Neglect Tracking System Background Checks
- Children Matter Network
- 2009 Safe Environment Leadership Conference – Host City
- Representative from the Office for Child Abuse Investigations and Review present at the annual Convocation of Religious to speak to provincials/superiors about the process of CAIR reporting the receipt of allegations of the sexual abuse of a minors against religious to the appropriate religious community
- The continued use of professional investigation firm to assist with the investigations of allegations received

- Procedural Guidelines for Assistance Ministry
- Fact sheet
- Victim Assistance Coordinators' Conference – 2008 Host City
- Healing Garden – Committee Development
- Family support groups
- Speakers' Series
- Guidelines for the Program of Prayer and Penance
- Program Summary for Prayer and Penance Program

Diocese of Cleveland, Ohio

In the Diocese of Cleveland, we have begun to implement an educational program that will be supplemental to the VIRTUS program that has been and will remain our baseline safe environment training program. We are now offering the “Called to Protect” program, a valuable offering of the Praesidium Company. Praesidium has been developing safe environment initiatives since 1991, and uses a research-based model for prevention that includes root cause analysis to develop the most effective strategies for teaching both adults and children how to create safe environments. We have decided to focus this program on the children in-and-out of the Catholic school system and the parents who are dedicated to the welfare of their children. The implementation of this program will progress in stages, as we pilot the program in several parishes in the next year and then debrief with valuable feedback from those sites. The following year we will then implement a Diocesan-wide roll-out of the program.

Another effort that has been ongoing throughout the Audit period is an update to our Safe Environment website. We have a committee of folks who have reviewed updates and changes to the website to keep the most current information in front of the people. We have also added some design elements that were created by a team of folks interested in the safety of children. The redeveloped website is not live yet but we are pursuing the process of approval from the committee and the Diocesan Communications office. We are optimistic that the site will be live in the next few months.

We have trained a number of groups in VIRTUS who are outside the Diocesan system but who nevertheless will have access to our children. We want to keep all of our environments safe and we are willing to do what it takes to make it so. We have trained several groups of art therapy students who work with children in elementary schools. We have also trained a group of college students who were scheduled to conduct student teaching in some schools around the Diocese.

Finally, we did outreach in media and internet safety. For example, during the academic year (2008-2009) 17 parishes, schools or special events hosted a faith-based media literacy presentation. The topic of the most interest was Internet Safety. Some parishes/schools required multiple presentations so that the material could be presented with age-specific information. Audiences included students in K-8th grade, parents, parishioners and faculties (over 1600 in total attendance). Specifically, Internet Safety presentations examine the positives and cautions with Internet use focusing on how we as Catholics should use and respect the Internet as a gift from God. Presentations for 6th – 8th grades and parents also include information about social networking (i.e. Facebook).

Diocese of Colorado Springs, CO

1. We develop and provide an annual training update for employees and volunteers working with children and youth. This is required training. The subject of the fall 08/09 training is general compliance issues and the subject of the fall 09/10 training is Cyber Bullying, which was distributed in May, 2009. The children also receive annual reviews of the Keeping Kids Safe material in their Catholic School and Parish Religious Education classrooms.
2. We offer the services of our Assistance Coordinator more broadly than the Charter requires. Victims/survivors who have suffered abuse at the hands of clergy in any diocese as well as those whose abuse was outside of the Church are provided resources by the Assistance Coordinator.
3. We developed a display and participated in a local Child Abuse Prevention Fair sponsored by the Family Attachment Center and the Salvation Army in April, 2009.
4. We sent out a prayer to every parish to use during April, which is Child Abuse Prevention month. On the back of this bulletin insert were Best Practices regarding Child Safety, as well as clearly outlined reported protocols for abuse occurring in the context of the Church, and an encouragement for parents to attend Safe Environment training. We utilized the information from the national office in these distributions.
5. As our budget allows, we attend the national OCYP training event for Safe Environment Coordinators each year, as well as other local and national training opportunities.
6. We have prepared a chart for our parishes and schools that contains three columns that delineate:
 - a. What the Charter mandates
 - b. Diocesan Guidelines
 - c. Best Practices for Parishes and Schools
7. We convene at least two meetings each year of all the parishes' Safe Environment Coordinators so that we can standardize our practices, share wisdom and successes, and troubleshoot together.
8. We developed and distributed a "Parent-Child Agreement for Computer Use."
9. We have instituted a diocesan guideline strongly recommending that there be two adults in every religious education classroom. We do not allow minors to count as adults in these situations; we also count a married couple as only one person in the classroom. We encourage parents to serve in this capacity if two catechists are not available.
10. We expanded the category for screening and training of employees and volunteers from "regular contact" in the words of the Charter to "high-risk" contact in our diocese. We have maintained the verbiage of "regular contact" from the original Charter since our goal is to eliminate virtually all "unsupervised contact."
11. Parish program directors are encouraged to have the cell phone numbers of their catechists and encourage the catechists to keep them turned on and available during class. The directors are encouraged to make unscheduled visits to the Religious Education classrooms to supervise the catechists. These are best practices suggested by the diocese.
12. We encourage parents to take their children to the bathroom right before the Religious Education class begins, and to dress their children in clothing that the children can manipulate without needing anyone else's help. We discourage the use of minors as restroom helpers.

13. We provide Safe Environment training via professional quality DVDs for volunteers and employees who cannot attend live training. This training is to be provided in a group setting facilitated by a staff member and include interaction among attendees. It is not to be simply checked out by individuals.
14. We distribute information sent from the national office to all parishes and schools. We also distributed guidance specifically about safety during the Halloween holiday from the National Center on Missing and Exploited Children.
15. We participate in city-wide, ecumenical meetings sponsored by the Colorado Springs Police Department on Church Security and Safety that prepare us for emergency situations.
16. We maintain Code Adam at the pastoral center.

Diocese of Columbus, Ohio

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

Diocese of Corpus Christi, Texas

TRADE BOOTH – the Office for Child and Youth Protection (OCYP) ordered a custom 10 foot display piece to be used at conferences and meetings. The booth provides us with a backdrop to display and distribute materials about child abuse prevention. We feel this display piece will benefit the diocese as it communicates our commitment to the protection of all children and helps to restore trust and faith in the Church. Most recently it was used at the Prevent Child Abuse Texas Conference.

Diocese of Crookston, Minnesota

The primary extra activity that was done by the Office of Safe Environment in the Diocese of Crookston was the implementation of an *onsite* parish and school audit process. We wanted one clearly understood set of expectations practiced throughout the Diocese.

During these visits files were examined, an audit worksheet was completed noting the work that was done, the work that was undone and a date of expected completion. The local Safe Environment Coordinator signed off on the document as well as the pastor of the church or principal of the school.

Employee files were manually examined for accuracy and compared to a master list compiled at the Chancery. In parishes or schools where Safe Environment Certification documentation was kept in employee personnel files, a change was made and a *separate set of Safe Environment files was created*. We strived to have each and every parish and school have a uniform set of dedicated Safe Environment files that we could cross check with compliance reports. The onsite audit focused on employees, volunteers and clergy; in the coming year child and youth training records will be manually audited.

While there was resistance to scheduling the visits, once executed the audits proved to be an excellent public relations tool. With clear instructions and expectations laid out and an opportunity to provide hands on support and training, we have experienced a team building situation. It was our goal to be considered an office of support rather than an office of enforcement. Onsite audits gave us the opportunity to meet Safe Environment requirements while also meeting our public relations goal.

Diocese of Dallas, Texas

New Database

The Diocese of Dallas implemented a new web based database to enable parish safe environment directors (safety officers) to keep track of safe environment data on clergy, employees and volunteers who work with children and vulnerable adults. All parishes use this database. 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 backup server nightly. Only the safety director in a particular location has access to the data for their location.

In addition to making data readily available to safety officers, the database also enables a parishioner who wishes to volunteer in a parish to fill out a screening form and register for a class on the website. The safety director receives the screening form and can contact references on the database, order criminal background checks and driving records. The results of the criminal background checks and driving records are automatically updated on the database by the company doing the checks. This program notifies people when their training is expiring and reminds them to sign up for another training class. We believe this database is of great assistance to safety directors enabling them to stay in compliance.

VIRTUS Program

During the spring of 2009 the Diocese of Dallas implemented the “Touching Safety Program.” In order to have a smooth transition four cluster meetings were held in January. All parish Safety Directors, Faith Formation Directors and Youth Ministers were included. This proved to be a very positive experience. The “Touching Safety” program is mandatory starting this fall. Our Catholic Schools all implemented the “Touching Safety” Program during the spring. The majority of our feedback has been very positive.

Deanery Meetings

There are approximately 80 Parish Safety Directors in our diocese. Twice a year the Safety Directors meet in Deanery groups. These deanery meetings are very popular and provide an opportunity to share ideas and attain a better understanding of the needs of the parish. Twice a year all 80 directors meet together. Speakers are invited to continue to education our parish safety directors on issues concerning abuse.

Diocese of Davenport, Iowa

Safe Environment employees attended annual Virtus Training Conference (August, 2008)

VAC has attended VAC Conference past four years,

The Catholic Messenger column which was begun by the VAC in March, 2007 continues to be published as well as periodical articles on “Safe Environment”.

A non-monetary requirement from Bankruptcy settlement, Article 24.16 that “all priests working within the Diocese, and the Bishop shall make a written statement that they have not sexually abused any minor at any time and have no knowledge that any other priest or employee of the Diocese has abused and Person...” was signed and placed in the file of each individual priest. (Written Agreement is attached)

The Diocese of Davenport completed 54 Atonement Services from August 28, 2008, thru June 14, 2009. These Atonement Services (see enclosed program) included a brief overview by Bishop Amos of who the pedophile was, when he was ordained, where he served and when the earliest abuse took place. The Bishop then answered questions from those attending.

Deacon David Montgomery, Director of Communications for the Diocese and Alicia Owens, the Victim Assistance Coordinator attended and participated in every service with the Bishop. Also, the pastor and his assistant from the parish were in attendance.

A schedule of these services was in the parish bulletins, as well as The Catholic Messenger, one month in advance of the service. The services were intended to help all victims begin healing, it was noted by Alicia that some of the direct victims that she has worked with attended. Overall, 1134 people attended the 54 services.

The link below is an article that was published in The Catholic Messenger about the Atonement Services.

http://catholicmessenger.org/articles/2009/06/17/diocesan_news/doc4a38ff447b913158942762.txt

Archdiocese of Denver, Colorado

I. Archbishop Chaput celebrated a Healing Mass at St. Elizabeth Ann Seton in Ft. Collins on Sunday, August 17, 2008 for a parish that been affected and traumatized by a convicted abusive priest.

II. The Office of Child and Youth Protection participated in the Living the Catholic Faith Conference in March 2009 by sponsoring a booth to explain their programs and distribute materials and to provide outreach to possible victims.

Archdiocese of Dubuque, Iowa

The Archdiocese of Dubuque placed an article each week during the month of April in the archdiocesan newspaper, The Witness. The articles were chosen from material provided by USCCB. All parishes were given material/information to insert in their weekly parish bulletins for the month of April. All schools were provided information on child abuse prevention in the parent's newsletters in April. We distributed order forms for any of the materials, such as prayer cards, so that individual parishes or schools could request specific materials. We also shared the liturgy guide with all pastors for the Third Sunday of Easter.

The archdiocese has made a concerted effort to train more facilitators to present Virtus sessions. We have over 45 facilitators throughout the archdiocese that freely give their time and talent to provide sessions for all our volunteers and employees of the parishes and schools.

Safe Environment Coordinator attended the annual Virtus Training Conference in Chicago.

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

Diocese of Erie, Pennsylvania

Our diocese publishes a weekly Information Bulletin containing pertinent diocesan communication to all parishes, schools, and interested parties. This Information Bulletin contains a section listing bulletin announcements that can be cut and pasted for parish use. Beginning in this audit period, our Office included bulletin announcements each month, and one each week in April (to recognize Child Abuse Prevention Month), listing various tips regarding child safety and re-iterating diocesan policy and efforts made in the area of child protection. These have been well received by parishes and evidence of their use has been observed.

In recognition of April as Prevent Child Abuse Month, our office designed a flyer that was sent home with all school children and religious education students. This flyer advertised the

designation of April as Child Abuse Prevention Month and presented statistics and tips for parents. It also directed parents to the diocesan Child Protection web page where a longer article from the *Stop It Now* organization (www.stopitnow.org) was posted. These efforts were much appreciated by the principals and religious education leaders and enabled them to reach all of our parents easily.

Our diocese publishes a bi-weekly news sheet called *Faith Life* which is included in bulletins in all parishes in our diocese. In recognition of Prevent Child Abuse Month, our Office submitted an article to this publication, updating parishioners on the work of our Office and directing them to our website.

Also posted on our diocesan Child Protection web site is the audio message from Theresa Kettelkamp entitled, "What Has the Church Done about Child Abuse?"

Our diocese instituted a Self Audit Process during this audit period. Each parish and school submitted a written Self-Audit form, which will be utilized in conducting diocesan parish/school on-site visits during the 2009-2010 audit period.

We continue to progress in our efforts to make our adult in-service available online, including our self-generated video program.

Diocese of Evansville, Indiana

During the month of April (Prevent Child Abuse Month), I selected a bulletin announcement from the list provided by the Office of Child & Youth Protection. The bulletin announcement was published in the parish bulletins and the weekly issue of our diocesan newspaper, THE MESSAGE.

Diocese of Fairbanks, Alaska

1. This diocese served as a resource for a youth dog mushing program in safe environment measures
2. Information on safe environment measures are distributed monthly to parishes for posting on bulletin boards
3. The diocese offers counseling to victims living in rural Alaska which involves air travel, hotel reservations and meal tickets
4. A weekly review of all court filings and arraignments is conducted using online databases to ferret out any criminal involvement by diocesan personnel

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. 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 to confirm that they are in agreement with his position on not accepting those with a homosexual orientation.

PRIESTLY FORMATION. Bishop D'Arcy continued efforts to support our priests in their ongoing education and spiritual formation. We held our Annual Continuing Education Days for Priests in October, 2008; Days of Recollection in both Advent 2008 and Lent 2009 and our Annual Priests' Retreat in June 2009. Bishop also sent spiritually enriching books to each priest for Christmas 2008 and Easter 2009 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 we rescreened all priests, deacons, diocesan employees and covered volunteers who were screened five years ago. We have a "rescreen every five years" rule in our Diocesan Background Screening program, which is over and above what it called for in the *Charter*.

REVIEW BOARD. Bishop D'Arcy attended and participated in both spring and fall meetings of our Review Board.

SAFE ENVIRONMENT. Bishop D'Arcy and the Vicar General both spoke at the meeting of the entire Presbyterate in April 2009, voicing their full support of the Safe Environment work and telling the priests that this education, screening, training and reporting must be carefully completed at the parish.

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

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

OUTREACH TO VICTIMS. In Lent, 2009, a Prayer Service for Victims of Abuse was held at the Cathedral of the Immaculate Conception. Bishop D'Arcy himself lead this evening of prayer, repentance and reconciliation for all those who have suffered physical, sexual abuse or abuse of any kind, especially our children and young people and their family and friends. This was widely publicized in the parish bulletins and in the secular press. It was well attended, and another such evening is being planned for Lent 2010.

Diocese of Fort Worth, Texas

Logos—The Diocese has implemented an online database system for tracking background checks, the position of individuals in the diocese (priest, religious, employee, volunteer), signing of the Code of Conduct, and attendance at Safe Environment training sessions in all 28 counties of the diocese. The system tracks individuals by location of ministry or assignment, and entities are able to share and update system data as individuals change locations and ministries. To date, 76 users have been trained on the system. The benefits of this program are record keeping and the ease by which parish and school staff can verify compliance with the Safe Environment requirements.

Screening One—This new background check screening system posts results within 30 minutes of the individual's demographic data being submitted and can run international screening reports in over 150 countries. Also, this will assist with routinely conducting background checks for seminarians and priests from other countries coming into our diocese.

Bishop's Welcoming Video—The new video includes a bilingual message from the Bishop focusing on the commitment of individuals to protect children from possible abuse. The video will be used as part of the Safe Environment retraining sessions.

Child Abuse Prevention Materials - The Diocese obtained materials from Catholic Charities to distribute in all parishes and schools promoting resources for awareness of Child Abuse Prevention Month. The Catholic Charities resources, along with resources from the USCCB, and Child Abuse Prevention Texas, were distributed to Safe Environment Coordinators through email and hard copies at a network meeting.

New Diocesan Web Pages—Victim Assistance Outreach and Safe Environment have separate, updated web pages incorporated into the new Diocesan web page.

Diocese of Fresno, California

With the rapid increase of the number of senior citizens in our society, the Diocese of Fresno recognizes the potential for an increase of abuse and neglect of vulnerable adults. In response, the Safe Environment Office prepared supplemental training material for Extraordinary Ministers of Holy Communion (EMs).

The training material includes recognizable signs of possible maltreatment, mandated and ethical reporting directives, and guidelines for EMs who visit the sick and homebound. All EMs are required to receive the training and sign off on the guidelines even if they are currently only serving at mass.

In order for delegates to be commissioned for this ministry, pastors must include a statement of verification that the training took place and that the parish has the signature section of the guidelines on file for each minister.

Diocese of Gallup, New Mexico

In the early part of 2009, the Diocese of Gallup began a review of all the personnel files of priests of the Diocese. The Vicar General, the Very Rev. James Walker has been conducting the review. The purpose of the review is to update information such as current assignments, photos, wills, funeral arrangements, advance directives, etc. and to make that information more accessible. The Secondary purpose is to make sure that each priest has in a current background check, safe environment training certification, and a signed copy of the pastoral code of ethics. A final purpose is to review the files to determine if there is any critical data related to the charter, or confidential data which will be placed in a sensitive file, accessible primarily to the Bishop, the Vicar General or others authorized to have access to such information. It is hoped that the process will be completed by the end of 2009.

Diocese of Grand Island, Nebraska

Community Outreach

- **Distribution of Information** – Three bookmarks were designed for distribution in parishes and the community at large. The front of each bookmark included “10 Signs of a Safe Program for Children and Youth,” “10 Safety Lessons to Teach Your Child,” and general victim assistance information. Policy / procedure and statistical information regarding the diocese’s safe environment and victim assistance programs was included on the back, as well as national statistics regarding the number of adults screened and trained and the number of children / youth educated by the Catholic Church in the United States annually.
- **Stuhr Museum Festival of Trees** - The Diocesan Child Protection Office sponsored a Christmas tree at a local museum’s “Festival of Trees.” The theme of the tree was “Kids Need Good Fruit” (the next series of curriculum components being designed in the diocese - organized around the Fruits of the Spirit). In addition to themed decorations, informational bookmarks including “10 Signs of a Safe Program for Children and Youth,” “10 Safety Lessons to Teach Your Child,” and victim assistance information were distributed to individuals who visited the tree (see above). The tree will be available each year for parishes to utilize in community outreach efforts across the diocese.
- **Safe Environment Coordinators Workshops** – Parishioners and interested members of the community were invited to attend general sessions of the 2008 Safe Environment Coordinator Workshops. Representatives from a local YMCA and Family Advocacy Network (Regional Domestic Violence Program) were among those in attendance. Continuing education credits for nurses, mental health providers, foster parents, and daycare providers were offered for attendance (through approval from the Nebraska Nurses Association / American Nurses Association). Application as a continuing education provider was made in cooperation with nursing staff from the Saint Francis Medical Center in Grand Island.

Collaboration with Community Resources

- **“Responding to Disclosures of Abuse” Panel Discussion** – Panel discussions entitled, “Responding to Disclosures of Abuse” were presented across the diocese. Panels include representatives from law enforcement, Child Protective Services, Child Advocacy Centers, and county attorneys. The panels were offered at SEC Workshops in seven locations across the diocese, as well as clergy deanery meetings, the diocesan Catholic school teacher’s convention, diocesan catechist conference (Festival of Faith).
- **Nebraska State Patrol / Sex Offender Registry** – A representative from the Nebraska State Patrol, who works with the Sex Offender Registry presented information to diocesan staff, safe environment coordinators and area clergy in Grand Island. Information included details about the NE Sex Offender Registry, safe environment strategies to address the presence of a known offender in the community, and potential changes to the NE Sex Offender Registry subsequent to legislation related to the Adam Walsh Act.
- **Attendance at State Conferences** – Representatives of the Diocesan Child Protection Office attended statewide conferences sponsored by Prevent Child Abuse Nebraska, and the Domestic Violence Council. Attendance provided opportunity to connect with abuse prevention efforts across the state.

Parish / Catholic Community Outreach

- **Assignment of Parish Safe Environment Coordinators** – Parishes, schools and programs were asked to identify a Safe Environment Coordinator to serve as a point of contact with the Diocesan Child Protection Office; train volunteers and staff; maintain records; and facilitate safe environment programming and child/ youth education efforts in their facility. Workshops were held in fall 2008 and spring 2009 to train trainers. Panel discussions with law enforcement, child protective services, child advocacy centers and county attorneys allowed SECs to discuss examples / experiences seek information relevant to their region / community, and connect with child serving professionals in their area. Continuing education was offered for nurses, mental health providers, foster parents and daycare providers through approval of the Nebraska Nurses Association / American Nurses Association.
- **Continuing Safe Environment Education** – Parishes, programs and schools were provided with continuing education regarding their response to disclosures of abuse. Materials were summarized from panel discussions with law enforcement, child protective services, child advocacy centers, and county attorneys.
- **Child Abuse Prevention Month** - Materials were sent to each parish and school in the diocese for use during Child Abuse Prevention Month. Materials included bulletin announcements, articles, liturgy guides, and rosary guides. Blue rosaries were distributed with rosary guides to pastors and safe environment coordinators. Pastors were encouraged to recognize those who have participated in safe environment training

by utilizing the CAP Blessing during masses in April. The pastor of Mullin / Thedford / Hyannis parishes also utilized the blessing on Mother's Day, and included a special homily focused on the protection of children.

- **Internet Safety Presentations** continue to be provided in a number of parishes throughout the 2008/2009 school year, including St. Leo's parish in Grand Island, Sacred Heart parish in Sutherland, Christ the King Parish in Gering and St. Mary's in Wood River. Presentations included NetSmartz materials and information provided by the Nebraska State Patrol Internet Crimes Against Children Task Force.
- **"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 / panel discussion "Responding to Disclosures of Abuse."
- **West Nebraska Register** – The Child Protection Office continues to contribute a column to the Diocesan newspaper on a rotating basis with other Diocesan offices. The West Nebraska Register has run feature articles on Safe Environment topics and printed articles provided by the USCB SCYP for Child Abuse Prevention Month.
- **Ministry Newsletter** – The Diocesan Child Protection Office contributes to a monthly newsletter for catechists, lay ministers, employees, and volunteers produced by the ministry programs of the diocese (Religious Education, Youth Ministry, Hispanic Ministry, Lay Ministry, and Child Protection).
- **Safe Environment Resources in Spanish** – Additional safe environment materials were translated into Spanish. Materials are being reviewed by a team of individuals from various Spanish-speaking cultures for feedback regarding meaning / context prior to distribution.
- **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 "Fruits of the Spirit: Growing Healthy Relationships." Information regarding child/youth education and safe environment programming was distributed at each session.
- **Additional Parish Efforts**
 - Communication Log - St. Patrick's Parish in Chadron utilizes a communication log in their religious education program. The DRE leaves a new log sheet in each classroom for each class session. In it she highlights a SE lesson for the day and provides a forum for the catechist to document any concerns, needs, or questions.

- Parish Brochures – St Leo’s Parish and Grand Island and St. Agnes Parish in Scottsbluff developed and distributed brochures outlining their parish commitment to SE programming / safety for children.

Evaluation / Assessment

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

Diocese of Great Falls-Billings, Montana

Diocesan Website:

During the audit period the changes we made to the website were:

- a) We improved the accessibility of the compliance material for the parishes making all the compliance forms available online.
- b) Distinguished the children’s and adult’s sections to ease the use of the site but also to differentiate between the children’s and adults training programs.
- c) Added the contact information for the Catholic Schools and Religious Education programs.
- d) Linked the USCCB Office of Child and Youth Protection.

Victims Advocate:

The Victims library maintained by our Victims Advocate was updated and further expanded during this audit period. The material is selected to stay current with the issues surrounding physical and sexual abuse and the healing process.

General Mailing:

The Diocesan General Mailing continues to include the Virtus monthly featured article to keep the importance and relevance of the Child and Youth Protection program in front of our pastors and parishes.

Schools:

During this audit period a Policy on Respect was developed and reviewed by our Superintendent of Schools and is being incorporated into the student handbooks of the various schools throughout the diocese.

Diocese of Greensburg, Pennsylvania

During this audit period, Bishop Brandt sent letters to state legislators in the Diocese of Greensburg to inform them of the Diocese efforts to protect children. Included in the letter was a copy of the “Executive Summary of the Diocese of Greensburg actions to protect children”.

Executive Summary

Diocese of Greensburg actions to protect children — Updated January 2009

EXECUTIVE SUMMARY

Diocese of Greensburg actions to protect children

Who we are

The Diocese of Greensburg is one of the eight separate Roman Catholic dioceses in Pennsylvania. It does not share the assets of other, larger dioceses in Pennsylvania or in the country, since the dioceses are all separate entities (in both canon and civil law). The Diocese of Greensburg is the second smallest diocese in Pennsylvania — consisting of four counties that are primarily poor and rural with fewer than 170,000 Catholics.

The Diocese of Greensburg publishes separate, detailed, audited annual reports on its operating budget (the most recent was published in the Nov. 13, 2008, issue of *The Catholic Accent*, the diocesan newspaper), on The Catholic Foundation (the most recent in the Nov. 27, 2008, issue of *The Catholic Accent*) and on Catholic Charities (the most recent was published in spring of 2008). The reports are audited by a firm independent of the diocese.

How we protect children

The Diocese of Greensburg has been found to be in compliance with the “Charter for the Protection of Children and Young People” and the “Essential Norms” in each of its external audits conducted since 2003 by the Gavin Group, an independent firm hired by the United States bishops to monitor the compliance of each diocese with the “Charter for the Protection of Young People” and the “Essential Norms.” The most recent audit was September 2007. The “Charter for the Protection of Young People” and the “Essential Norms” were approved by the United States Conference of Catholic Bishops (USCCB) at its national meeting in 2002. The charter formed a national policy that set national structures and required better diocesan structures to reach out to victims and assist them, to end secrecy, report and removed abusers, and to protect children from future abuse.

The policy removes from ministry any priest known to have abused a child. The norms require bishops to adhere to the national policy. The charter and norms require annual audits to determine how a diocese is in compliance. The Gavin Group is made up of former law enforcement officials, including FBI agents. The total cost to the Diocese of Greensburg for the audits in 2003, 2004 and 2005 was \$28,020.

In addition, the U.S. bishops commissioned a study by the City University of New York's John Jay College of Criminal Justice, on the scope of the problem of sexual abuse of minors by Catholic clergy. It is the first study of its kind ever to look at a specific population in such comprehensive detail.

VIRTUS, Protecting God's Children

The diocese has provided VIRTUS, Protecting God's Children, training to more than 3,500 people since instituting the program in 2003. VIRTUS is the brand name of a best practices program designed to help recognize and prevent wrongdoing within religious organizations, primarily in the areas of child sexual abuse and other inappropriate sexual behavior. The program begins with a session led by a trained facilitator and includes follow-up training on-line. This type of training was mandated by the charter and essential norms. From its inception through September 2007, the Diocese of Greensburg has spent \$63,303 training and educating people in the VIRTUS program.

VIRTUS training is required of all employees and volunteers who have regular contact with young people under the age of 18. That includes the diocesan bishop, all clergy, school employees, parish-based religious education employees and volunteers, youth ministry employees and volunteers, and volunteers in parish and diocesan sponsored athletic programs. In May 2007, the diocese provided additional training to 759 people throughout the diocese about the expanded legal mandates for reporting suspected child abuse under the Pennsylvania Child Protective Services Law that went into effect in May 2007.

Diocese of Greensburg Policies

Already in April 1985, the diocese established its first written policy on Clergy Sexual Misconduct, which mandated that a priest be put on administrative leave as soon as a credible allegation of wrongdoing with a child had been made. The policy was presented to all the clergy of the diocese at a conference that year. In September 1994, a new, more detailed policy on Clergy Sexual Misconduct was promulgated by the diocesan bishop. Likewise, in 1994, the diocesan bishop established a Clergy Sexual Misconduct Review Board consisting of one priest and five laypeople from the legal, counseling and child psychology professions. Members serve for five-year terms. The Review Board, an advisory group to the diocesan bishop, serves as a review body for the report and recommendation of the bishop's representative, who is the person in charge of investigations of clergy sexual misconduct and subsequent interventions. The board also gives advice and recommendations regarding the diocesan pastoral response to victims and the diocesan plan for an affected parish or institution. In 1995, the diocesan bishop gathered all the clergy of the diocese for a mandatory in-service on clergy sexual abuse. In February 2002, the clergy sexual misconduct policy was further revised with the addition of a Pastoral Care Team that is to be appointed by the bishop on an "as needed basis" to provide appropriate spiritual and psychological help to families, parishes or church institutions impacted by an abuse allegation. The diocese also has two Victims Assistance Coordinators, a priest and a layperson who is Director of Counseling for Catholic Charities.

In 2002, all diocesan priests were required to comply with Pennsylvania Act 33 (child abuse clearance) and Act 34 (criminal background check). Before a priest from outside the diocese receives permission to minister in the Diocese of Greensburg, he is required to complete and submit an FBI Fingerprint Form FD-258 (used by law enforcement for noncriminal fingerprinting for employee clearances) before he can be authorized by the bishop to begin ministry in the diocese.

In April 2003, the diocese released its policy to protect minors, which was a consolidation of all of its existing personnel policy requirements governing diocesan employees and volunteers who have significant contact with minors. These requirements include the Act 33 and 34 background checks and clearances. This policy was further refined in September 2003 with the addition of the mandate that all lay employees and volunteers, in addition to clergy, who have significant contact with minors receive VIRTUS training. Even the diocesan bishop himself has participated in VIRTUS training and in the May 2007 in-service on the Pennsylvania mandated reporting requirements.

Diocese of Greensburg Outreach

The diocesan Web site, www.dioceseofgreensburg.org, has a link on its homepage that gives people an easy way to report a concern about clergy sexual misconduct or the diocesan policy. Here they can also access the diocesan Clergy Sexual Misconduct Policy, the diocesan policy to protect minors and the U.S. bishops' "Charter for the Protection of Young People" and "Essential Norms." In addition, *The Catholic Accent* regularly publishes the contact information for reaching the bishop's delegate for matters of sexual misconduct. Every parish receives a regularly-scheduled reminder to publish in its weekly bulletin the contact information for the bishop's delegate. Publication of this information is the diocese advertising for victims and encouraging them to come forward. No other institution does this type of outreach, which is an indication of how seriously the Catholic Church and the Diocese of Greensburg takes this issue.

In early 2002, when news of the child sex abuse scandal in Boston made national headlines, the diocese reviewed the personnel file of every diocesan priest who had served in the diocese since its formation in 1951 and found allegations of improper conduct on the part of eight priests dating from 1962-82. Information on the eight cases was forwarded to the Westmoreland County District Attorney. The diocesan review board also reviewed all eight cases. It dismissed one case because most of the parties involved were dead; could not substantiate the charges in two other cases, recommended that two retired priests be banned from public ministry and recommended that three priests in active ministry be removed from their assignments. Those three have all since resigned from the priesthood. The DA never filed charges. The diocese and its insurance carriers have paid \$497,600 on settlements and counseling fees related to allegations since the 1951 formation of the Diocese of Greensburg. Of that total, \$267,600 was spent on one case that was settled in the early 1980s.

The diocesan bishop has invited victim survivors to meet with him to pursue healing and reconciliation as part of the diocese's commitment to work closely with victims and their families. The diocese helps provide counseling and reconciliation, including offering outside counseling services and recommending support groups and social service assistance.

The Diocese of Greensburg is firmly committed to continuing all of the measures it has implemented to prevent the sexual abuse of children and young people.

Archdiocese of Hartford, Connecticut

- Archdiocese of Hartford has established a new policy that ALL parish employees are required to complete a background check and attend safe environment training, even if they do not have contact with children.
- Onsite audits of various parishes were conducted by Office of Safe Environment. These visits proved to be extremely helpful to parishes so they could have a better understanding of audit requirements and diocesan procedures.
- Continue to attend Deanery meetings to personally inform pastors/parochial vicars/administrators of the continuing efforts of the Office of Safe Environment.
- Continue monthly article in Archdiocesan newspaper, *The Catholic Transcript*, regarding Office of Safe Environment latest topics, as well as articles from *VIRTUS* bulletins and the *Child Lures* Program.
- Ongoing schedule 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.
- Members of the Office of Safe Environment recorded television shows for the Archdiocesan Office of Radio and Television highlighting our safe environment programs.
- Information was sent to parishes to be used in April, 2009, for Child Abuse Prevention Month, as designated by the United States Conference of Catholic Bishops. Materials included a USCCB Press Release to be used as a bulletin insert, a resource list available from the USCCB Publishers, and a liturgy guide.

Diocese of Helena, Montana

We have started requiring background checks on all people working with vulnerable adults. All people are God's children and we have just started this practice in this past year.

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 Hawaii. 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 "Who Are Abusers" to "Preventing Child Abuse Is Everyone's Responsibility". 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 articles 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 the event, Men's March Against Violence. This year's event was entitled: "**Our Communities Speak Out**". 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. Over 150 men, women, and children participated in the march. Students from Damien Memorial School, one of our local all boy high school also participated in the event.

National Safe Environment Leadership Conference (NSELC)

Participation in the conference by the Diocese of Honolulu's Safe Environment Coordinator, Background Screening Coordinator, and Diocesan Director of Religious Education. This year's theme was "Moving Forward: Taking it to the Streets", held in March 2009 in Chicago, Illinois.

Collaboration with other non-profit organizations

A Maui school collaborated with the Maui Youth and Family Services personnel in presenting safe environment lessons in August of the school year.

An Oahu parish and school invited the Director of Prevent Child Abuse Hawaii to speak to parents and other interested adults on the topic of Child Abuse and Neglect.

A number of parishes and schools held "Keiki ID" at family fairs, carnivals, etc. Keiki ID or Child Identification kits contain information on a child, a recent photo, and sometimes DNA (strand of hair) and dental information. One school held a Keiki Safety Fair where organizations like the Honolulu Fire Department, City & County Lifeguards, the Attorney General's office, etc. shared information on water safety, car safety, abduction and abuse.

Archdiocese of Indianapolis, IN

In July 2008, the Archdiocese of Indianapolis appointed a new victim assistance coordinator, Jan Link, to replace Suzanne Yakimchick who retired. Mrs. Yakimchick both investigated allegations and assisted victims. The new process separates the investigative and victim assistance roles, with Jan Link solely hearing allegations and supporting victims. Investigative responsibilities have been reassigned to the Priest Personnel Director, Fr. Steve Giannini.

In May 2009, the Archdiocese of Indianapolis expanded its process for criminal history checks. Previously, the checks included the Indiana State Police and the National Sex Offenders Registry. The expanded checks now include repositories of criminal records in all 50 states as well as the National Sex Offenders Registry.

Diocese of Jackson, Mississippi

The Diocese of Jackson publishes quarterly in the Diocesan newspaper, *Mississippi Catholic*, the Diocese's commitment to ensure that children/youth being served by the church are not at risk of

sexual abuse by church personnel. The procedure for reporting suspected child abuse and the Victim Assistance Coordinator's name and telephone number are included in the publication. The publication instructs the reader to refer to the Diocesan website for policies and procedures in providing a safe environment for children/youth. Additionally, each Church in the Diocese is required to publish the statement quarterly in the Church bulletin.

A web-based online safe environment program has been implemented and is available for use by active employees/significant volunteers. A goal of the Protection of Children Program has been to implement the online program to provide a convenient and instructive procedure for employees/significant volunteers to complete an online safe environment program. This web based program allows an adult to login to the database, read the lessons and complete the quizzes, and their database record is automatically updated. The online review program does not replace the current "initial" adult safe environment training for new employees/significant volunteers. The initial training will remain a "live training" with a site trainer. The initial training must be presented within 60 days of employment/volunteer services. Additionally, an adult online safe environment program has been implemented in Spanish. The English/Spanish online programs are accessed through the Diocesan website.

A new criminal background screening is initiated on every active applicant every five years. The criminal background screening recheck process began in December, 2008 for any active employee/significant volunteer who has completed five years of service to the Protection of Children Program.

The Office of Child Protection consistently researches age-appropriate safe environment training material in order to keep the Diocesan Protection of Children Program current and varied.

Diocese of Joliet, Illinois

- Staff members of the Catholic Schools Office, of the Religious Education Office and Youth/Young Adult Ministry began searching for a suitable online educational program to be used as a refresher course by those who have already completed the Virtus Protecting God's Children program.

- Because of the higher reliability factor of fingerprinting, the Diocese gave all parishes, schools and agencies the option to have all current employees undergo that type of screening.

- As an extra precaution, parishes, schools and agencies are required to check the sex-offender register of all persons who had been fingerprinted. They were also advised to run a CANTS check on all those persons whose second fingerprinting did not pass the FBI standards.

Diocese of Juneau, Alaska

A 9 month reflection/study group for victims of all forms of childhood abuse was facilitated by the VAC and held in the evenings in the diocesan training room. Catholics and non-Catholics were invited and participated. It has been requested that this be done again, as several would like

to go through the study again and have referred others who would like to participate for the first time.

Diocese of Kalamazoo, Michigan

The additional actions implemented July 1, 2008 – June 30, 2009 are:

- Mid-year *Preliminary* local parish and school audit report is required listing information on all clergy, employees, volunteers, educators, enrollment in religion classes information for current information and accuracy. This information is checked against information in VIRTUS database and assists parishes and schools to have everyone in compliance. The audit prompts good communication between parishes/schools and the diocesan office.
- Annual an *End of Year* local parish and school audit report is required reporting on all clergy, employees, volunteers, educators, enrollment in religion classes with attendance, opt out numbers and dates *Teaching Touching Safety* sessions were taught.
- The Diocese of Kalamazoo requires ALL employees, priests, deacons, candidates for ordination, and educators to read monthly continued training bulletins online provided by VIRTUS regardless whether they have contact with minors or not.
- All volunteers that have ongoing and unsupervised contact with minors are also required to read monthly continued training bulletins online provided by VIRTUS.
- After one year and after two years re-certification edition 1 (first year) and 2 (second year) are automatically required of ALL employees, priests, deacons, candidates for ordination, educators, and volunteers that are required to read monthly training bulletins. Re-certification is done online through VIRTUS.
- To reinforce the importance of the programs and the requirements of the diocese, the SE Office follows-up on all parish/school reports that report high opt out rates or absenteeism.
- The Diocese of Kalamazoo requires criminal background checks be renewed every five (5) years. This is the first year the renewals were due. We sent out notices and revised the release form to note whether the form is a "renewal" or new.
- The SE Office has provided prompt response to an allegation of separate cases of sexual abuse of two minors over the past six years by a public school teacher. The accused is a parish volunteer and the victims belong to the same parish. Victim assistance is being provided to one of the victims. The other victim, currently an adult, has declined victim assistance. The accused was suspended from church service pending the results of the investigation. The case will be presented to the Diocesan Review Board to determine if the accused should be removed from all future church service.

Archdiocese of Kansas City, Kansas

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

- Conduct personal interviews/interaction with priests of Colombia – two Archdiocesan priests visit the bishop, priests and parishes of those priests in Colombia who are being considered for additional assistance within our Archdiocese.
- *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 (distributed to local coordinators)
- 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.
- Initiated onsite parish audits.

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

The Archdiocesan Freedom from Pornography Initiative, "*As For Me and My House*" continues to be utilized in our parishes. The staff currently facilitates three Catholic Men's Accountability Groups and one Catholic Women's Support Group. The Catholic Women's Support Group is for women whose husbands are involved with pornography and they meet weekly.

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 contacts with various vendors who supply goods and services to Diocesan entities. 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 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 has mandated that independent Catholic Religious Academies (not owned or operated by the Diocese) adopt the Safe Environment Program as a condition of permission to function in the Diocese as Catholic institutions.
5. The Diocese of La Crosse has extended Safe Environment Training to some preschoolers in the Diocese.

Diocese of Lafayette, Louisiana

An agent with the Louisiana Department of Social Services presented “Mandatory Reporter” training sessions for our clergy.

A representative from Prevent Child Abuse Louisiana presented Parenting Skills training sessions to parish and school safe environment coordinators, prompting individual locations to use the program at the local level for teachers, volunteers, and parents.

The Diocese of Lafayette has entered into an agreement with Virtus to provide online annual recertification.

Members of the clergy recently attended a program “Toward a Compassionate Understanding of Pornography Addiction” presented by Drauzin Kern, LCSW.

Diocese of Lansing, Michigan

During this past year, 2 retreats were offered for those who have suffered sexual abuse. One of these retreats was called “A Time to Heal” and was held Dec 9-11, 2008. Father Larry Delaney and Patricia Martin, LCSW, conducted the retreat. This retreat was specifically for those who had been abused by a priest or someone within the Church. Because of the sensitive nature of these retreats, we prefer 5 to 6 participants. On this particular retreat there were 3 participants, and I am glad that’s all there were. It was a most difficult retreat for many reasons.

The other retreat is called “Beyond Survival.” That retreat was held on Saturday, December 13, 2008. This retreat was for any person who had suffered sexual abuse. There were 11 participants at this retreat. It was a wonderful retreat, and the participants were very grateful. We learned two things from this retreat. One day is not long enough to deal with all of the issues, and secondly, 11 participants is too large a number. With the large number we are not able to give the attention that each abused person needs. We have the same retreat being offered in the fall of 2009, and it will be a weekend instead of one day.

Two follow up days were offered for those who participated in the “healing” retreat (those abused by priests). They were held on September 28, 2008, and May 17, 2009. We deal with human sexuality issues and meaningful relationships. There was a significant amount of time spent talking about prayer. Each group had about 10 participants.

On April 23, 2009, the Diocese of Lansing, through its Internet Pornography initiative, sponsored two seminars on *Child Sexual Predators: Protecting Children On-line*. Presenter was Robert Hugh Farley who is a national consultant and author for the Virtus programs [see attached flyer]. These seminars were held during “Child Abuse Prevention Month.

Compliance audit workshops were held on April 29 and May 7. Pastors, pastoral coordinators, directors of religious education, school principals, Virtus local coordinators and Catholic youth ministers were invited to attend. The workshop covered Articles 12 and 13 of the *Charter for the Protection of Children and Young People*.

The July/August, 2008 issue of FAITH Magazine was dedicated to Charter and safe environment issues.

The diocese participated in the CARA survey, and the John Jay Study causes and context of sexual abuse crisis.

The committee to address the pastoral challenges of pornography in our society continues to develop a variety of pastoral resources for adults, parents, young adults, middle school and high school teens, and children.

Between March - June, 2009, we conducted 1,124 re-checks of volunteers and employees’ backgrounds utilizing the Michigan State Police Internet Criminal History Access Tool (ICHAT).

Diocese of Laredo, Texas

All of the new initiatives and practices reported during the last Audit have continued. In addition to these good practices, the following was accomplished:

- ❖ The Diocese of Laredo Safe Environment Advisory Committee, originally created to review the diocesan Safe Environment Program and help prepare for the Audit, previously included the Human Resources Director/Safe Environment Coordinator, the Superintendent of Schools, the Director of Religious Education for Children and the Chancellor/Victims’ Assistance Coordinator. Membership was expanded to include the four Deans whose participation helps maintain open communication with the clergy.
- ❖ In our sixth year, the Diocesan Review Board has begun working on a Policy Manual regarding every aspect of Safe Environment.
- ❖ The Diocesan Review Board received new Letters of Appointment and agreed to have staggered terms in order to provide continuity. A new ex-officio member was added to serve as an investigator.
- ❖ The Chancellor visited three of the four diocesan Deaneries to review every aspect of the Charter with the clergy. Two one-hour workshops were held during these visits.

- ❖ A Packet including all the materials employed to help commemorate Child Abuse Prevention Month was sent to parishes during April 2009.
- ❖ Activities spearheaded by the Safe Environment Coordinator, HR staff and the Bishop's staff to commemorate Child Abuse Prevention Month, April 2009 included:
 - Prayer for abused children observed at the Annual Staff Lenten Retreat Mass.
 - A photo of all staff wearing a blue ribbon observing National Child Abuse Prevention Month taken and placed on the diocesan website.
 - A child abuse fact sheet was disseminated to all diocesan staff providing vital information in order to help staff and their friends and family become involved in the child abuse prevention effort.
 - A thank you note was sent to all parishes and schools for their continued support of the implementation of the diocesan Safe Environment Program and for their dedication to the children of the community.
 - Bishop Tamayo highlighted child abuse prevention month on his *"Todo Con Amor"* radio show. Melinda Mendoza, Safe Environment Coordinator, also participated in the radio show focusing on the diocesan efforts made regarding the implementation and compliance with the *"Charter for the Protection of Child and Young People."*
 - All students in Catholic Schools participated in a moment of silence for victims of abuse at 9:07 a.m. School bells were rung and prayers for the victims were offered by the students as part of the commemoration. The media was invited to visit Catholic Schools to cover this important effort. The television stations aired coverage of this event on their three "Evening News Shows".
 - Diocesan staff participated in a time of prayer for all children as the Laredo community observed *"El Día del Niño"* (Children's Day). Tip sheets in English and Spanish on ways of keeping children safe were distributed to the staff.
 - Increased radio spots on the diocesan radio station KHOY 88.1 FM were aired focusing on reporting the abuse of children. Special emphasis was made on diocesan efforts made to inform the public regarding the prevention of child abuse.
- ❖ The Diocesan Safe Environment Advisory Committee supported efforts by the Safe Environment Coordinator to seek a grant to fund a comprehensive Diocesan Safe Environment Program. Consequently, many informational materials were ordered, a new Safe Environment Training Process was initiated which included PowerPoint Presentations provided for all departments with staff and volunteers in contact with minors. The Office of the Chancellor sent all of the bi-lingual material to every parish and parish priest through electronic mail. For those parishes without the necessary technology, bi-lingual materials were provided.
- ❖ Diocesan-wide meetings of Directors of Religious Education received the special training and were trained in providing the same training to all catechists and parish volunteers.
- ❖ Beginning July 2009, the new On-Line Safe Environment Program was activated.

Archdiocese of Los Angeles, California

2009 Clergy Recertification Training

In 2008, Cardinal Mahony initiated, beyond the requirements contemplated by the *Charter*, a process for Clergy Recertification in safe environment expectations and the ongoing integration

of the *Charter and Norms* in ministry and parish life. Over 1000 priests and permanent deacons attended the training sessions in spring 2009. The training, a two and one-half hour program coordinated by the Office of Safeguard the Children and the Office of the Vicar for Clergy, consists of three parts: a review of the Charter and of each of the Articles or “action steps” as they apply to clergy; the VIRTUS® “Keeping the Promise Alive” Recertification Program; and, preparation for the 2009 Charter Audit. Further information is available from Cardinal Mahony or from the Office of Safeguard the Children (213) 637-7227.

Addressing Ethnic Diversity

Ethnic diversity is a major challenge in the Archdiocese of Los Angeles. While English and Spanish are the principal languages, there are approximately 35 other languages spoken by some Catholic faithful. To meet this challenge, in addition to existing Spanish language materials and training, a special focus is being placed on “train the trainers” leadership training in other ethnic and language groups and on translating materials into selected additional languages. This year, the Code of Conduct, “Working Together to Prevent Child Sexual Abuse” brochure, and some of the VIRTUS® training materials were translated into Japanese and Korean. There are also VIRTUS® Facilitators from the Japanese and Korean communities who present the VIRTUS® Programs in those languages. Outreach to other language groups will continue to be a priority in the coming year.

Collaborations with Public and Interreligious Groups

The Archdiocese continues to seek opportunities to share its safe environment experience with public agencies and other religious groups. Archdiocesan representatives again participated and presented at the Los Angeles Superior Court all-day Conference for Clergy and at various college campuses. The Archdiocese was a co-sponsor of the Los Angeles City Attorney’s all-day Summit on Child Abuse for Clergy. At the City conference, the Archdiocese was represented on panels and coordinated and moderated the key-note lunch presentation by two victims of Catholic clergy abuse – one of whom has been active in SNAP and is now an Anglican rector and the other who enters Union Theological Seminary this September to pursue advanced studies. The relationship with the City Attorney’s office has led to a joint training effort where the Archdiocese will pilot some of the City training initiatives in Archdiocesan locations in 2009-2010. During the current audit period, Archdiocesan representatives presented the Church’s training and outreach initiatives and reporting and investigative protocols to the Los Angeles Interreligious Council, which includes leaders of all major faith traditions in Los Angeles.

Diocese of Lubbock, Texas

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

Diocese of Madison, Wisconsin

After completing a trial test on the new Safe Environment database it was determined that the database was inadequate and did not meet our administrative needs. Because the database requires more development and the additional expenses are not available the database development will be put on hold.

Meanwhile, we have done a complete clean-up of our original database. The process has taken over a year to accomplish and the results have been positive, with the recording of information being more accurate and the data entry being done in a timelier manner. The parishes have made positive comments on how organized and efficient our program has become.

Our Web page is actively used and has become a valuable communication tool. The Safe Environment Web Page is consistently updated with new information from the USCCB and other resources.

Due to postage expenses, we utilize the internet/website as our main communication source with our parishes and coordinators. Bishop Morlino has requested that each parish be setup with internet access. This has been a slow and cumbersome process for most parishes, due to the lack of personal interest in computers and the availability of technology education in the rural communities.

Diocese of Manchester, New Hampshire

Safe Environment Conference

On Saturday, March 28, 2009, the Office for Ministerial Conduct held its fifth annual diocesan-wide conference of approximately 85 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: *Moving Forward*. The conference included presentations by Bishop John B. McCormack, Teresa Kettelkamp, Executive Director of the USCCB, and Elizabeth Carr, Intake Supervisor from the New Hampshire Division for Children, Youth and Families.

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.

Boundaries Workshops

During the past year, the Office for Ministerial Conduct collaborated with the Catholic Schools Department and the Vicar for Priests to provide boundaries workshops Catholic school personnel, priests, and deacons. The response to the presentations was very positive.

On November 10, 2008, Gerri King of the Human Dynamics Association presented a workshop entitled, “Teachers and Students: Connecting with Appropriate Boundaries” to all Catholic School teachers and administrators.

On February 20 and 21, 2009, Sr. Lynn Levo, CSJ, Ph.D., the Director of Education at Saint Luke Institute, conducted two workshops, one for priests and one for deacons. The workshops, entitled, “Healthy Relationships in Ministry,” covered the topics of appropriate boundaries in ministry and signs of healthy vs. unhealthy relationships.

Child Abuse Prevention Month Efforts- April 2009

a. The Office for Ministerial Conduct collaborated with the Religious Alliance Against Pornography and the National Coalition for the Protection of Children & Families to produce booklets entitled *Cell Phones and Parental Controls: Protect Your Children*. In April 2009, booklets were sent to all parishes and schools for distribution to parents of Catholic School and religious education students. The booklets contain information about the dangers of internet-enabled devices as well as practical advice about how parents can protect their children from access to pornography and inappropriate material.

b. In recognition of Child Abuse Prevention Month, the main page of the diocesan website featured various child safety topics on each Tuesday of the month. The first week focused on the cell phone safety booklets that were distributed to all parishes and schools for parents; the second week’s information included a Diocese of Manchester Code of Conduct Quiz; Week 3 focused on prayers, services for, and outreach to victims of abuse; and during the last week in April, a Podcast about the Church’s work in keeping children safe, created by Teresa Kettelkamp of the USCCB for the Diocese of Manchester, was featured. Other information posted on the website during April included articles about sexual abuse and internet safety, guides for parents, and information about the Diocese of Manchester *Circles of Care* child safety curriculum.

Being Friends, Being Safe, Being Catholic Coloring Books

In August 2008, the Diocese of Manchester distributed copies of the coloring book, *Being Friends, Being Safe, Being Catholic* to all parishes and Catholic schools. The books contain safety tips and are designed for children ages 10 and under. The books were intended to be used in religious education classes or simply distributed to children for their use at home.

Renewing Our Promise 2 Refresher Training Bulletins

In August 2008, *Renewing Our Promise 2* training bulletins were sent to all parishes and schools for distribution to all employees and volunteers who regularly work with minors. *Renewing Our Promise 2* is the second refresher training bulletin that the Diocese of Manchester has developed to serve as a reminder of the information learned at the *Protecting God’s Children* training. 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. This bulletin also includes an article on workplace “harassment” and information on how to report harassment.

Site Reviews

The Diocese of Manchester Compliance Officer and her staff continue to make site visits to diocesan parishes, schools, and summer camps to verify compliance with all safe environment policies and procedures. The Compliance Officer has developed a site review plan that provides for a site visit at least once every four years (and more frequently if needed). The site visits include viewing documentation, interviewing pastors, principals, safe environment coordinators, and catechetical leaders, and preparing reports which include recommendations. During the site visits, the Compliance Officer and her staff ensure that those responsible for safe environment compliance in the parishes, schools, and camps are properly trained in the implementation of the safe environment policies and procedures. Between the audit period of July 1, 2008 and June 30, 2009, safe environment site visits were conducted at 58 parishes (consisting of 65 churches) and 14 schools.

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

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

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

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

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

convenient way to remind those who regularly work with minors about how to make a report of sexual abuse of a minor.

Parish Bulletin Advertisements

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

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

Safe Environment E-News articles

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

Trauma Recovery Program

The Trauma Recovery Program is an outreach program that was designed to provide assistance to those who were sexually abused by clergy or in a church context. The program was adopted for one that has been offered for several years in the Diocese of Kalamazoo. The core team from Kalamazoo provided training for our facilitators and materials that supported each of the weekly sessions. We altered the Kalamazoo format such that the participants met for 18 consecutive weeks with a licensed therapist, a social worker and a priest. The program was psycho-educational in a group setting and judging from a comparison of pre- and post-testing data, the participants appeared to improve significantly.

Archdiocese of Miami, Florida

During the month of April, the Archdiocesan website opened to a large and colorful pop-up declaring April as “Child Abuse Prevention Month.” Included on the site was a series of 15 helpful and informative announcements on topics ranging from after school safety tips to how to choose a summer camp to texting lingo translations. We also sent the series of announcements to parishes to include 3 or 4 each week for the month of April in their parish bulletins.

Also on the website for April was a blog from the Safe Environment Coordinator on the importance of talking about child sexual abuse. The blog generated responses both on the site and numerous phone calls.

We added a text box on the website for “Additional Resources” that was originally planned for just the month of April but the response was so positive that we have kept it up. It includes links to: NetSmartz, The National Coalition for the Protections of Children and Families, Child Welfare Information Gateway and the Florida Department of Law Enforcement’s Sex Offender and Predator Search.

The Florida Catholic Newspaper included a five story spread in April on the Safe Environment program including a feature story, a letter from the Archbishop, Facilitator Training, Fingerprinting Process and Information and the upcoming Virtus training schedule.

Archdiocese of Milwaukee, Wisconsin

The Healing Circle DVD was produced in conjunction with Marquette University during the audit period and is now available for distribution and use in parishes. This documentary was created from the Healing Circle conducted at Marquette University Law School. The circle brought together victims, a priest offender, other members of the clergy, parish staff, and lay people to share their stories of pain and their perspectives on the ripple effects of the clergy abuse scandal in the Catholic Church. Archbishop Dolan participated in the Circle and has an introduction to the DVD. The DVD is also available without his introduction for dioceses who want to incorporate their own. The video has a discussion guide and questions to facilitate healing circles or conversations within parishes and other Catholic Institutions about the impact of the Clergy Sexual Abuse Scandal. A broad-based marketing effort is in place to promote distribution of the DVD. Although the Archdiocese of Milwaukee has agreed to have Marquette University handle all the business and marketing, the program would not have occurred without the initiative of the Archdiocese of Milwaukee and its commitment to healing and restorative justice as witnessed by the ongoing independent mediation system.

The Healing Garden had its second annual prayer service which was announced diocesan wide.

The brochure “Frequently Asked Questions about Safeguarding All God’s Family” was updated during this audit period. It is available as a print resource off the website or for on-line viewing.

The Independent Mediation System continues in place as a source of reconciliation and restorative justice.

Diocese of Memphis, Tennessee

The attached contains examples of Additional Actions taken by the Diocese during the audit period. Example 1 is a diocese-wide communication initiated not only to be in compliance with the Norms and changes in State law but also to communicate the outreach assistance available to victims and family members of victims. Example 2 is the agenda of a workshop to educate the newly ordained in safe environment and reporting protocols. Examples 3 and 4 reflect initiatives within the Catholic Schools to implement and educate as to safe environment and reporting/resource availability for children and parents. Example 5 is a review and opinion from a professional probation officer as to the structure and function of the current Clergy Monitoring Program as compared with accepted standards existing under State law for sex offenders.

- Emphasis on Catholic Schools
- Example of Resource with new pastors
- Victim Assistance Coordinator
- Front Porch Program

Archdiocese of Mobile, Alabama

- At the request of our newly installed Archbishop, the Archdiocese of Mobile Child Protection Policy was revised with input from the Archbishop, the Archdiocesan Review Board, Archdiocesan Director of Child Protection and legal counsel. It will be used beginning August 1, 2009.
- The Archdiocese of Mobile Children and Adolescents Protection Program training forms were translated into Spanish. These forms consist of a sign-in sheet, screening form, acknowledgment page and release statement.
- All school principals signed and submitted to the Office of Child Protection a letter stating that the students of each school had been taught the **Archdiocese of Mobile Children and Adolescents Protection Program “Safe Environments”** lessons in the current school year.

Diocese of Monterey, California

1. The Diocese of Monterey has implemented a web-based training program called, “Shield the Vulnerable” to train employees, volunteers and parents about the protection of children and young people. This program is an additional method of training in Safe Environment. The Diocese continues its other training methods including our Safe Environment Program, Safe

Touch/Unsafe Touch, How Can I be Safe: Safety Skills for Children, and Think First & Stay Safe.

- a. Attachment 1 (Shield the Vulnerable Flyer)
2. In April of this year, the Diocese of Monterey unfortunately experienced the arrest of a currently active priest for child molestation. Bishop Garcia acted very decisively in this case and immediately reached out to the parish communities involved (the priest had recently assumed a new parish assignment) and asked for complete cooperation with the police department involved. He also pledged his personal cooperation to the Salinas Police Department and that of his entire staff. Bishop asked Sr. Patricia and Susan Mayer to hold listening sessions in the parishes to allow parishioners to express their feelings about the arrest and to understand the legal and canonical process the priest was facing. Four listening sessions were held in the two parishes. Hundreds of people attended the four sessions. Throughout this time, the Diocese was also facing the impending civil trial for an older case of child molestation. The media attention that we were experiencing with both things happening at the same time was very intensive. However, throughout the process we maintained our policy of transparency and openness.
 - a. Attachment 2 (Press Release)
 - b. Attachment 3 (Letter from Bishop Garcia)
 - c. Attachment 4 (Listening Sessions Announcement)
3. This year, Bishop also asked each pastor to recommit himself to the Safe Environment Program and the Code of Conduct for Pastoral Ministers. Bishop Garcia also asked that each pastor provide additional training to his staff regarding safe environment and our commitment to the protection of children and young people.
 - a. Attachment 5 (Letter to the Pastors)
4. Sr. Patricia Murtagh, Chancellor, personally conducted dozens of training seminars in “Think First and Stay Safe” and “How Can I be Safe: Safety Skills for Children” to parents who come together during the time that their children are in sacramental preparation. She has trained nearly 2,000 parents in this way.
 - a. Attachment 6 (List of the number of participants at training seminars)
 - b. Attachment 7 (Calendar of training through 12/31/09)
5. The Diocese of Monterey publishes a monthly newsletter, “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 copies of the Safe Environment in the Newsletter.
 - a. Attachment 8 (Samples from the Newsletter)
 - b. Attachment 9 (Safe Environment Attachments)
6. 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.

7. 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 for more information and a link to EthicsPoint.

Archdiocese of New Orleans, Louisiana

-April 2009 – Televised Mass celebrated at St. Louis Cathedral by the Archbishop to recognize National Child Abuse Prevention Month

-April 2009 – Participated in and delivered prayer at “Trees for Life” program at Children’s Advocacy Center of Children’s Hospital of New Orleans

-April 2009 – Participated in “Pinwheel Prayer Service” at Mount Carmel High School – Prevent Child Abuse – Louisiana

-Presentations to the Administrative Council, Council of Deans and various Deanery Meeting for Priests and Deacons to deliver the child protection message.

Archdiocese of Newark, New Jersey

- In May, 2009, the Archdiocese hired a full-time Safe Environment Coordinator (SEC) to provide focus on parish and school compliance. In the space of three months, the Safe Environment Coordinator has created local Safe Environment Coordinator documentation, distributed it to Deans for distribution to their pastors, and met with local SEC’s to clarify procedures and policies, answer questions and provide training on VIRTUS, and, if needed, ChoicePoint.
- Parish internal audit has continued its Safe Environment on-site audits, which are combined with the financial audits. These on-site reviews and evaluations of all safe environment policies and procedures for parishes and schools are outlined in the attached two-page handout entitled “*Parish Internal Audit Program Safe Environment Program Compliance.*”
- 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 the NJ Statutes and how to report abuse in New Jersey.

- The Archdiocese has maintained its agreement under the Memorandum of Understanding with the county Prosecutors with the promise to exchange information freely.
- The Director for the Office of Child and Youth Protection, the Safe Environment Coordinator, and the Victim's Assistance Coordinator meet regularly with Safe Environment representatives from the four other dioceses within NJ to share ideas and information.

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 was 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 elementary school which donates the site. It is a drop in gathering and numbers vary. Participants are most grateful for this ongoing support.

The second group met monthly until the Diocese was without a Bishop (February – May) 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 met over dinner to plan 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. The Healing Garden was dedicated on October 11, 2008.

Child Abuse Prevention Month

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

Safe Environment Megan's Law Procedures

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

Archdiocese of Oklahoma City, Oklahoma

I. Education/Program/Curriculum Development

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

B. Safe Environment Training for a Non-parish Group - A bi-lingual presentation on the substance of and importance of implementing the Safe Environment Policies of the Archdiocese of Oklahoma City was presented to the leadership of the Hispanic Charismatic Movement. For additional information please contact Pat Koenig, 405-751-5651, ext. 126, pkoenig@catharchdioceseokc.org.

C. Annual Parish Facilitator Workshop – This workshop for Parish Facilitators and others in youth ministries is offered annually through the Office of Safe Environment. The program varies with key note speakers on topics of interest including reporting, abuse detection, etc. This year focused on the dangers of internet predators and utilizing technology in ministry. Special Agent Richard Lay from the FBI provided an informative and eye opening presentation on the ways that the internet is used by predators. In addition, Willy and Rachel Fontanez provided information about the positive use of the internet in ministry as well as precautions and boundaries. From this experience proposed guidelines for the use of technology in ministry have been drafted. For additional information please contact Jennifer Goodrich, Office of Safe Environment, 405-721-5651, ext. 150, jgoodrich@catharchdioceseokc.org.

D. 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 is very positive. For additional information please contact Pat Koenig, 405-721-5651, ext. 126, pkoenig@catharchdioceseokc.org.

E. 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.

F. Safe Environment Curriculum. The Archdiocese purchased the right to use a high school safe environment curriculum, Circles of Grace, developed by the Archdiocese of Omaha. We held a training session in October 2008 to familiarize Catechetical Leaders and Catholic school teachers with the program and presented suggestions for implementation of the new curriculum. The feedback from the Catholic high schools and parishes that used the new materials in 2008-09 was very favorable. All parishes and the Catholic high schools will use Circles of Grace starting in the fall of 2009. This program has a formal evaluation process that will be initiated this year. For additional information please contact Pat Koenig, 405-751-5651, ext. 126, pkoenig@catharchdioceseokc.org.

G. Marketing Brochure. A brochure published in English and Spanish, *Outcomes for the Personal Safety Curriculum* was distributed for use in parishes. This brochure as well as others was developed by a parish catechetical leader in consultation with the Director of Religious Education and the Safe Environment Coordinator. Parish catechetical leaders appreciate the additional parent training materials and find them helpful when promoting the Safe Environment curriculum with parents. For additional information please contact Pat Koenig, 405-751-5651, ext. 126, pkoenig@catharchdioceseokc.org.

H. 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.

II. Community Outreach

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 2009) and Child Abuse Prevention Day at the Capitol (April 14, 2009) and participating in these activities. The Faith Based Committee for Child Abuse Prevention was chaired by the Safe Environment Coordinator; this was the first year for this effort. The focus of the committee was to educate as many faith based communities as possible about child abuse through Child Abuse Prevention Month Activities and Day at the Capitol. The coordinator has agreed to chair the committee again this year and also serves on the Trail of

Prevention Committee, whose effort is to highlight ways to prevent abuse throughout the year, not just in April. The Archdiocese was a co-sponsor for the state-wide calendar contest involving school children. This year the theme was *It Only Takes a Minute*. 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.

B. Crystal Darkness Campaign. Parishes in the Archdiocese participated in a statewide campaign, designed to highlight the dangers of methamphetamine abuse. The campaign, "Crystal Darkness", was co-chaired by Oklahoma First Lady, Kim Henry and former Oklahoma County District Attorney Wes Lane, and included a 30 minute documentary that aired on television stations across Oklahoma at 6:30 pm on January 13, 2009.

The campaign is modeled after similar programs in Nevada, California, Oregon and Arizona. It was aimed at increasing meth awareness, as well as providing treatment and law enforcement assistance to communities, large and small, across Oklahoma. At churches, schools, community centers, town hall style meetings hosted members of the community, substance abuse counselors and health care providers as well as local and state law enforcement officials. At these meetings, the video was viewed and then followed by question and answer sessions.

C. 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) and is modeled after the Safe Place Faith Community program in the Diocese of San Diego. The purpose of the program is to work with local certified domestic violence agencies to provide resources, training, and other assistance to a core team of individuals in parishes. This core team will include the parish staff, the priest or deacon and a few other parishioners appointed by the pastor. There is also an educational component that will help bring a greater awareness and recognition of this all too common and yet hidden problem. This is a program in development at the parish level. For additional information please contact George Rigazzi, Director Family Life, 405-721-5651, ext. 141, grigazzi@catharchdioceseokc.org.

III. Internal Coordination

Safe Environment Committee. When the Archdiocese implemented its Safe Environment Program it was evident that the Program involved many areas: Religious Education, Education, Youth Ministries, Victims Assistance, Legal and the Hispanic Community. Accordingly, an *ad hoc* committee was formed to coordinate. The listed departments plus Family Life and the Archdiocesan Database Administrator meet monthly to discuss questions received from the Parish Facilitators and others, review procedures, plan and coordinate strategies, etc. For

additional information please contact Jennifer Goodrich, Office of Safe Environment, 405-721-5651, ext. 150, jgoodrich@catharchdioceseokc.org.

Archdiocese of Omaha, Nebraska

- The Victim Assistance Coordinator continues to serve on the Metropolitan Child Advocacy Board. She co-chairs the prevention committee which participates in state-sponsored prevention efforts.
- The Victim Assistance Coordinator is the Archdiocesan representative for the local child abuse investigative team. Mandated by state law (LB1184), the multi-agency committee reviews and collaborates on difficult child abuse cases.
- The Victim Assistance Coordinator serves on the planning committee for the National Safe Environment Conference.
- The Archdiocese of Omaha established an anti-pornography taskforce which sponsored three education workshops for over 200 clergy and lay ministers. The task force developed ministry-specific teaching guides. These teaching guides are available on the archdiocese website and can be downloaded at no cost by interested archdioceses/dioceses. Their availability was shared over the Victim Assistance and Safe Environment listserve.
- The Archdiocese of Omaha is currently providing outreach to a victim from the diocese of Lincoln. The victim's counseling sessions are paid for by the Archdiocese of Omaha.
- The Archdiocese of Omaha makes available to other archdioceses/dioceses its children/youth prevention program ("Circle of Grace") for a reasonable fee. The Archdiocese is committed to assisting those who have purchased the program with successful implementation.
- The Archdiocese of Omaha developed a Protestant version of "Circle of Grace" that will be piloted by several churches this year.

Diocese of Orange, California

1. Safe Environment Coordinator participated in the 2009 National Safe Environment Leadership Conference, March 1-5 "Moving Forward, Taking it to the Streets, Chicago, IL.
2. VAC and Chancellor participated in the 2008 Victim Assistance Coordinator Conference, August 2008, Chicago, IL.
3. April 2009 "Child Abuse Awareness Month"
 - SEC wrote article on child abuse awareness, "Making Strides in Protecting Our Children" for the April edition of the Orange County Catholic, the monthly diocesan newspaper
 - SEC wrote article on child abuse awareness, "Awareness + Education=Safety for Our Children" for the national newsletter of Jovenes Para Cristo.

- Child Abuse Prevention resources from the USCCB/SCYP were the feature article on the Diocese of Orange website home page for the month of April, 2009
- 6500 flyers on child abuse awareness and the Diocese's response were sent out via US Mail in the Pastoral Services Appeal pledge April billing

4. Hosted Safe Environment Update meeting for all parish SECs and Custodians of (fingerprint) Records, April 2, 2009

- Presentation by LawRoom, creators of Shield the Vulnerable online training offered new courses for all those responsible for Safe Environment training content:
 - Child Abuse and Neglect: Recognize and Report (prerequisite)
 - Detecting Predators: Grooming Techniques
 - Bullying: How to Recognize and Stop It
 - Cyberspace: Risks and Solutions
 - Inquiry v. Investigation: Reporting Guidelines
- Distributed the following:
 - A Parish Self-Assessment Guide
 - Parish Safe Environment Calendar
 - Additional informational handouts.

5. VAC of the Diocese of Orange, in collaboration with the Center for Spiritual Development and Del Amo Hospital offered the "Trauma Recovery Program" a therapeutic response to adult survivors of abuse and neglect and care providers, on Nov. 20-21, 2008, led by Trauma Recovery Associates. There were 94 attendees.

6. "A Study of a Catholic Secondary Safe Environment Curriculum: One Diocese's Response" This doctoral research study was undertaken by Anne T. Herrick in collaboration with the Diocese of Orange for her ED.D. Degree from Loyola-Marymount University. Its purpose was to evaluate the content and implementation of a Secondary Safe Environment Curriculum by surveying 911 Catholic high school students. (A copy of the summary findings is available from the SE Office.)

Diocese of Orlando, Florida

The Diocese of Orlando released the DVD entitled "Protecting Our Children" in June of 2008. In order to fulfill their safe environment training requirement, participants have the option of watching the DVD online and taking a subsequent test. The test is made up of thirteen questions designed to reinforce the main points contained within the DVD. Once completed, the results of the test are electronically transmitted to Human Resources staff for input into its database.

For those volunteers or employees who may not have had access to computers, diocesan trained facilitators were dispatched to parishes during the months of August and September to present the video as well as provide discussions about safe environment. Those participants received credit for completing their safe environment training by signing the registration form, which was verified by a facilitator and forwarded to Human Resources staff for data input.

In November 2008, in accordance with the Florida Ethics and Education law, the Office of Catholic Schools and Human Resources updated its Code of Ethics for all instructional personnel which included two new elements: (1) a requirement to report within 48 hours to the School Principal or the Superintendent of Catholic Schools any arrests/charges by law enforcement other than a minor traffic violation; and (2) language that any employee who reports in good faith any instance of misconduct, child abuse, abandonment or neglect will be immune from any civil or criminal liability. All instructional personnel were required to sign statements verifying that they understood the new requirements and would adhere to the policy.

The Diocese of Orlando's Director of Youth and Young Adult Ministry created an advisory board in the spring of 2009. This board was charged with creating policies and procedures relating to all aspects of ministry with minors. A final draft was forwarded to Bishop Wenski for approval just prior to June 30, 2009. Some of the policies covered include ethical and behavioral standards, requirements for ministry team members, ministerial boundaries, supervision issues, guidelines connected with information technology, and drug and alcohol abuse.

Lastly, in June of 2009, the Diocese of Orlando contracted with PrideRock, which is an organization that provides technology solutions for fingerprinting and background checks. In partnership with PrideRock, the Diocese of Orlando now has seven fingerprint scanning units located in strategic locations throughout the various counties. PrideRock has streamlined the background process by: (1) providing on-line registration and appointment setting; (2) increasing the number of locations in which volunteers and employees may choose to go to be fingerprinted thereby encouraging more to participate; and (3) maintaining scanned fingerprints in an electronic database, which eliminates the need to re-scan individuals.

We believe that through strengthened policies and procedures being reviewed or put in place for those working with youth and young adults, as well as our efforts in streamlining background and safe environment testing processes, the Diocese of Orlando has furthered its efforts in protecting children and vulnerable adults.

Diocese of Owensboro, Kentucky

1. The Office of Lay Ministry and Formation designed Alternative Training materials, based on the age-appropriate diocesan Codes of Conduct, to be used for Safe Environment training of students who were absent or not able to attend regularly scheduled training. This allows children who are not regular attendees at faith formation classes to more readily receive Safe Environment training.

The training, found on the Safe Environment web site or by request from the Office of Lay Ministry and Formation, is available in both PowerPoint formats and booklet form. Alternative Training must take place at the parish or school under the supervision of proper personnel. The training is documented upon completion.

2. Looking for opportunities to collaborate with other groups, the Diocese of Owensboro Office of Safe Environment worked with the Green River Community Collaborations for Children group in its ecumenical presentation of "Protecting Our Youth: Recognizing &

Reporting Child Abuse.” A local Catholic parish provided the location for this informational presentation at no charge to the organization or to attendees.

The presentation was geared toward clergy and youth ministers—“those folks with direct contact with families and children”—and provided information on recognizing and reporting child abuse and neglect instances in the community. Individuals from a seven-county area were invited to attend, and the Office of Safe Environment contacted all pastors and parish Safe Environment contacts to invite them.

Diocese of Palm Beach, Florida

The Office of Serving Children held six workshops throughout the Diocese of Palm Beach in April of 2009 to promote Internet Safety. These one-hour workshops were designed to address the many issues regarding the World Wide Web and to teach parents ways to protect their families from potential dangers. Earl Webb, the guest speaker for these workshops, is a retired supervisor and special agent of the FBI. He is a Certified Computer Examiner – Forensics and a licensed private investigator.

The Diocese of Palm Beach also participated in the FBI-SOS (Safe Online Surfing) Internet Challenge for 5th through 8th graders. This challenge was an Internet safety program designed to help students recognize potential dangers associated with the Internet, email, chat rooms and social networking sites. The program addressed and defined topics serious in nature such as seduction, child pornography, solicitation, exploitation, obscenity and online predators. Students took web-based quizzes and reviewed specific web sites aimed at promoting online safety. This program was developed in cooperation with the FBI Crimes Against Children Unit at the Miami FBI office and administered by the Common Knowledge Scholarship Foundation, part of the Fischler School of Education and Human Services at Nova Southeastern University in Ft. Lauderdale, Florida. St. Luke Catholic School, a diocesan school for the Diocese of Palm Beach, placed second in the nation for April 2009.

Eparchy of Parma for Byzantines

This past year the Eparchy of Parma has trained a deacon in each region to assist with our Maintaining a Safe Environment program. The deacons have begun working with the pastors and Eastern Christian Formation coordinators to insure that eparchial policies are enforced.

Eparchy of Passaic for Byzantines

During the above noted audit period the Byzantine Catholic Eparchy of Passaic continued in its efforts to provide a safe and healthy environment in which ministry to children and youth can be carried out within this local church. The program of training and background checks as mandated by the Charter for the Protection of Children and Young People has been ongoing.

Subsequent to the audit for the period 1 July 2007 to 30 June 2008 the following additional actions have been introduced into the eparchial safe environment program.

1. Implementation of new safe environment training program.
 - a. Utilization of newly developed training text “*Ministry to Children and Youth Safe Environment Church Personnel Training Program for the Eparchy of Passaic.*” 100% training participation by all Eparchy of Passaic clergy, employees and volunteers.
 - b. Introduction and Utilization within eparchial safe environment training program of training DVD published by Church Mutual Insurance Company; “*Safety Tips On A Sensitive Subject: Child Sexual Abuse.*”
 - c. Development of additional materials to support new training program.
2. Updating of eparchial website’s safe environment segment.
3. 100% update of safe environment training for all current eparchial personnel; clergy, employees and volunteers.
4. 100% review of all eparchial background checks.
5. In-service workshop session with eparchial clergy during annual *Eparchy of Passaic Clergy Week*. Session covered recently developed and implemented training materials and program, as well as, ongoing safe environment issues and concerns. Provided for open discussion of relevant questions related to safe environment.

Diocese of Paterson, New Jersey

Quarterly Notification of Residence of Clergy removed from Ministry. A letter is sent quarterly to every priest who has had his faculties removed by the diocese of Paterson. Each individual is asked to provide his address and parish where he is now residing. If he does not comply with this request, he is told that his financial support will stop.

The Bishop, the Vicar General, and General Counsel have stressed safe environments and appropriate behavior for priests throughout the year. This has taken place at small meetings that the bishop has held in each deanery, emails and individual meetings with priests by the Vicar General, and ongoing consultation with the General Counsel.

Diocese of Pensacola-Tallahassee, Florida

1. We have begun a quarterly *Safe Environment Newsletter* sent to educators and religious education catechists and youth ministers who share it. It will also be on our new website in November.
2. The Diocese of Pensacola-Tallahassee collaborated with Turnip Digital, Inc. (325 John Knox Rd.; Building T Suite 2; Tallahassee, Fl. 32303 – (850) 212-8901) in putting its Safe Environment, Sexual Abuse Prevention Workshop, Policy Awareness, and Parent Awareness

Program on the internet. The programs bear the approval of Bishop Ricard and can be accessed at: www.ediocese.net.

Archdiocese of Philadelphia, Pennsylvania

The Gift of Innocence: On October 6, 2008 the Archdiocese of Philadelphia held a premier of the video, *The Gift of Innocence*. The video was produced by the Archdiocese for high school students and was presented to high school students during the month of October 2008 as part of the Safe Environment sessions offered to students. The video is 20 minutes and talks about the issue of sexual violence within the teachings of the Catholic Faith. It speaks to sexual violence from a faith, legal, and victim perspective. *The Gift of Innocence* continues to be offered to high school students as part of the Safe Environment Education Program offered in the Archdiocese.

Creating a Network of Prevention and Protection: This ten panel information brochure was distributed to over 100,000 households. The brochure was sent to parents with children in our Archdiocesan schools and religious education programs. It covers all aspects of our Safe Environment Program within the Archdiocese. It includes information regarding background checks, mandated training, parent education opportunities, programs offered to students, technology and internet safety, warning signs of abuse, how to respond to your child if they disclose abuse, and all the Safe Environment resources of the Archdiocese of Philadelphia.

Suitability for Ministry Form: During the audit period, the Office for Clergy enhanced the Suitability for Ministry Form used by other dioceses or religious congregations when presenting priests for ministry in the Archdiocese of Philadelphia (revised form is attached).

In addition, the Office for Clergy has been conducting an audit of the files of all religious and extern priests ministering and/or residing in the Archdiocese of Philadelphia. As part of this audit, the Office for Clergy has contacted (either in person or by letter) each diocese/religious community with priests ministering and/or residing in the Archdiocese and have asked them to complete and return an updated Suitability for Ministry Form for each priest who has a residence in and/or the faculties of the Archdiocese of Philadelphia. Information also has been requested on any priests whose ministry has been restricted and who are residing in the Archdiocese of Philadelphia.

Restorative Justice: The Office for Clergy, together with other offices of the Archdiocese, attended two workshops on Restorative Justice which were coordinated by the Office on Crime and Justice of the Mennonite Central Committee. The purpose of these workshops was to learn about Restorative Justice, with a view to introducing some or all elements of Restorative Justice into the Prayer and Penance Program. Currently, a Task Force is exploring how the Prayer and Penance Program can be enhanced through Restorative Justice. In particular, the Task Force is working on ways that non-offending priests can work with priests who have offended to assist the offenders in understanding the impact of their actions in particular and the sexual abuse scandal in general on the lives of their brother priests in their ministry and in the life of the local Church. It is hoped that the offending priests will gain better insights into the ways that they have injured the lives of their victims and the larger community. The Task Force is also

seeking to identify opportunities for constructive activities for the offending priests in the Prayer and Penance Program which would benefit them and the community at large.

Archeparchy of Philadelphia for Ukrainians

- During the last audit period, the office has continued to monitor compliance of all volunteers, catechists, teachers and ordained ministers with the basic requirements set by the archeparchial sexual abuse policy and organized training workshops for volunteers and school teachers in April of 2009;
- In April, the archeparchy participated in the National Abuse Prevention month. Pastors and parish administrators were asked to speak about sexual and physical abuse of children in their parishes; publish materials on the topic (provided by the office) in their parish bulletins and newsletters. The archeparchial newspaper “The Way” published three articles in April on the prevention of abuse and safety of children to raise public awareness about the problem.
- The office has worked directly with the schools of the archeparchy and helped to address issues of children’s safety at school and the Internet. Example: The principal and staff of the Transfiguration of Our Lord Ukrainian Catholic School in Shamokin, PA were concerned about incidents of cyber bullying of a student by a group of students of the same school. A series of workshops were setup for each grade to explain and discuss the problem of cyber bullying, and Internet safety in general especially safe disclosure of information. A video “Internet Safety with Smart Guy” was included into the workshop. Practical tips were given by the workshop instructor, and students brought up a few own suggestions.

Diocese of Phoenix, Arizona

June 2009 – 22 Minute Safe Environment Training DVD Developed: *Remaining Vigilant: Keeping Our Communities Safe*

Remaining Vigilant: Keeping Our Communities Safe was produced by the Diocese of Phoenix with the assistance of Great Scott Productions. A Participant Guide was also developed that contains information as it relates to the message in the DVD (with reflection questions) to assist the trainers when teaching the module. The content of the video includes:

- A) a review of statistics regarding perpetrators
- B) a review of grooming techniques used by perpetrators
- C) emphasis on the profound short and long term effects of child abuse – how the effects manifest in adulthood
- D) an increased focus on professional boundaries in ministerial work
- E) a review of Arizona State mandatory reporting law
- F) resources

This twenty-two minute video was created for all employees and volunteers to be used as their renewal program. It has been offered in English and Spanish and is offered online as well as a classroom setting within various parishes/schools.

June 2009 – 10 minute Safe Environment Training DVD Developed: *Internet Safety Awareness for Youth*

Internet Safety Awareness for Youth was produced by the Diocese of Phoenix with the assistance of Sonoran Studios. A Participant Guide is currently being developed by Catholic School teachers to assist in training and to visually/concretely give the youth teaching points and resources to share with their parents at home. The content of the video includes:

- A) statistics and prevalence of pornography on the internet
- B) how predators groom youth online
- C) focus on some online behaviors put youth at risk of being solicited online
- D) cyber bullying – what is it and how it affects our youth
- E) how to report online threats and other resources

This ten and a half minute renewal video was created for all Catholic School youth grades 6th through 12th who are required to renew training annually.

June 2009 New Bi-Lingual Reporting Poster Developed: *Together We Can Make Our Faith Environment A Safe Environment*. The poster outlines how and to whom to report:

- A) professional boundary violations
- B) sexual abuse
- C) physical abuse
- D) resources with phone numbers

This convenient wall poster was created and copies provided to all school and parish staff.

April 28, 2009 Internet Safety Day sponsored by the Office of Youth Protection and the Youth Ministry Office

Speakers: County Attorney from Bureau of Sex Crimes, detective, and a computer expert present current information the following topics:

- A) Cyberbullying – using information & technology to torment, threaten, embarrass or humiliate another person
- B) Texting – Sexting – Why Kids Do It! Legal implications: possession and/or distribution of child pornography, exploitation of a minor, who is the perpetrator – who is the victim?
- C) Aftermath – victims suffer with depression, low self-esteem, acting out behavior and possible suicide
- D) What to do – report to police – report to parents
- E) Social Networking Sites – what are they – what attracts the youth?

This Internet Safety Day brought about an interactive discussion about “Technology - How to use it safely within your ministry.”

Child Abuse Prevention Month (CAP) – April 3, 2009 Mass at the Diocesan Pastoral Center
Distribution of CAP educational literature and liturgical materials to all diocesan office staff and to all priests and parish staff.

March 25, 2009 – Mass for Healing and Reconciliation at St. Anne parish celebrated by Bishop Thomas Olmsted

Marie Goretti Network: MGN is a support group for all who have been abused, their friends and family. On March 24, 2009 the Diocese of Phoenix has added another parish based support group bringing the total to 4 support groups throughout the diocese.

January 1, 2009 Viewed the movie *Doubt* – Interview with reporter which generated an article in the Catholic Sun / reviewed by “Movie Critic”

October 1, 2008 Office of Safe Environment presentation:
Educator’s Day on Internet Safety

Community Outreach and Networking:

Attend round-table meeting sponsored by child serving organizations.
When invited, we facilitated safe environment training sessions at community and various social service agencies throughout the year.

New Policy & Procedures for the Protection of Vulnerable Adults – in process

Professional Continuing Education Seminars:

Abuse, Trauma, & Forensic Interviewing
Faith Based Principals in Counseling
Critical Issues in Pastoral Care
EMDR Institute Conference
Senior Mental Health
Strengthening Families
Trauma Recovery & the Self Healing Process of Reconstruction

Archdiocese of Portland, Oregon

1. Cathy Shannon trained the trainers for Catholic Youth Organization (CYO) and for CARES NW to use the Praesidium Called to Protect Program. CYO in our archdiocese is a separate incorporated organization from the archdiocese. They run their own background checks.

CARES NW is a medical assessment and training team that provided prevention of abuse training to various public organizations. They provide medical examinations and interview children who are suspected of having been abused. Their doctors and interviewers work with the district attorneys to prosecute offenders of all forms of child abuse and neglect.

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

March 1-5, 2009 – Safe Environment Coordinators Conference in Chicago

May 5-8, 2009 – Child Abuse Summit in Portland, Oregon

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

3. 2008 CARA Report completed and submitted by Rhonda Kwei.

Diocese of Pueblo, Colorado

In the fall of 2008 a registered offender was identified as one of the parents of two children at one of the Catholic schools. Per our diocesan guidelines, an agreement was reviewed and signed by the registered offender, detailing restrictions and expectations on behalf of the Diocese and the School.

Meetings were held with the individual families of the two grades in which the offender's children participate.

Additionally, a detective from the police department was brought in to address the parents and staff. Detailed information about the sex offender registry program and present laws were provided. Bishop Tafoya and diocesan administrative staff were also present to review diocesan policies and answer questions.

It should be noted that the detective informed parents that the procedure and agreement that the Diocese uses in these circumstances goes above and beyond what the law requires to ensure the safety of the children.

Diocese of Rapid City, South Dakota

1. The link to the USCCB brochure "So There is NO Doubt" was not only sent out to every parish in the diocese, but it is also posted on the Safe Environment section on the home page of our diocesan Web page in order to widen the audience to this important issue. In addition the contents of the brochure were printed in the diocesan newspaper – *West River Catholic* – in the March 2009 edition. The article also gave instructions on how to download and print the brochure.
2. The diocesan Safe Environment coordinator consistently communicates with pastors, parish coordinators and schools to remind them of the expectations regarding providing appropriate training to all age levels and maintaining accurate records. She frequently reviews the SET programs used by other dioceses in order to offer a variety of training resources.
3. The bishop, in his annual meeting with the priests, he reviewed the policy for Safe Environment Training and the requirements of the audit process.

Diocese of Reno, Nevada

The Diocese of Reno has acted in a number of situations for the protection of children:

1. Once again this year the Diocese has provided two radio ads that were run on a local radio station. Each ad was run for one week: one at the beginning of the school year and one in the winter, near vacation time. The ads encourage victims of abuse to report to their local child protective offices or to the local police department.

2. We recently obtained the newest material from Virtus on the safety of internet use. These new materials will be made available to parishes and schools for use in the new school year.
3. The Diocese has continued to provide parishes and schools with announcement material that can be used in parish bulletins or school bulletins highlighting various aspects for providing or maintaining safe environments for children. Many parishes print these bulletin announcements regularly.
4. The telephone numbers for the Victims' Advocates are printed in every edition of the Diocesan newspaper. We have also published the statements of Compliance issued by the Gavin Group and some of the National reports such as CARA.

Diocese of Richmond, Virginia

During the current audit period the Catholic Diocese of Richmond advanced the Charter in the following ways:

The diocese recognized Child Abuse Prevention month by

- Partnering with Prevent Child Abuse Virginia to create a Blue Pinwheel for Prevention Garden. The blue pinwheel is the new symbol for child abuse prevention. Pinwheels were displayed throughout the month of April in front of the Pastoral Center. Prevent Child Abuse Virginia is a state agency. This is the first year that the Blue Pinwheel for Prevention Garden concept was adopted, and the state agency and the diocese worked in a partnership to implement the effort. The state agency even recognized the Diocese participation on its website.
- Providing Child Abuse Prevention prayer cards and blue ribbons the various locations in the diocese during the month of April.
- Offering intercession prayers to the parishes to be used during the month of April.
- Featuring several articles pertaining to Child Sexual Abuse Prevention in the *Catholic Virginian*.

The diocese hosted approximately 100 VIRTUS sessions during the current audit period. Since 2004 the diocese has held over 1000 VIRTUS sessions and has trained over 28,000 individuals. Additional VIRTUS facilitators were trained this audit period bringing the total number to 120.

The musical *Hugs and Kisses* was presented in several schools throughout the diocese. The presentations were funded by a generous donation from a local company. This program presented good touch, bad touch and secret touch concepts in a sensitive age appropriate manner to K-5 students.

The Diocesan Review Board continues to meet regularly and to have an active role in not only matters of allegations of sexual abuse but also in an advisory capacity with the continual review and implementation of the Diocesan Safe Environment Regulations.

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.

2. In the spring of 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 federal and state Sexual Offender Management Database checks.

Diocese of Rockville Centre, New York

1. Regional Meetings with Safe Environment Directors for the Archdiocese of New York, Brooklyn Diocese and the Diocese of Rockville Centre occurred during this period. These high value regional meetings were cost effective and provided the local directors an opportunity to share commonalities and successful strategies and actions.

2. Partners in Protection

At a joint meeting between Bishop Murphy (representing the United States Conference of Catholic Bishops) and the Union of Orthodox Rabbis and the Rabbinical Council of America, the Diocese of Rockville Centre presented our diocese Child Protection policies and procedures. We are committed to partnering with the Inter-faith community to increase our efforts to protect children from abuse.

Diocese of Sacramento, California

- Coordinated a VITUS training program for catechists.
- Developed and distributed a Parent Fact Sheet to educate parents on ways to help keep their children safe from sexual abuse.
- Updated Diocesan web site with educational materials, resources and links to help educate parents.
- Worked to make the safe environment pages on the Diocesan website more user friendly and offer more useful information.
- Coordinated our first ever Pastoral Care Retreat for victims of abuse.

- Worked with a Diocesan parish to present *Jesus Suffering and Crucified in the Children of the Word Today*, a special Stations of the Cross service focused on child abuse throughout the world.
- Attended the annual Diocesan bookkeepers meetings to educate bookkeepers on safe environment policies for new hires.
- Continued to meet and work with English and Spanish speaking DREs and Catholic school principals to improve participation in and compliance with safe environment programs.
- Developed a comprehensive packet of information and activities for Child Abuse Prevention Month. This included a healing prayer service, articles in the Catholic Herald newspaper, the pastoral care retreat, bulletin announcements, parent education fact sheet, the No Doubt flyer, Catholic radio interviews, and a website update.
- In addition to our Diocesan High Schools, four of our Religious order High Schools presented safe environment programs to their students during the 2008/09 school year.
- 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 attended the national meeting for Safe Environment Coordinators held in Chicago this year.
- 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.
- 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 Soto on acceptability for vocations.
- 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.

Diocese of Saginaw, Michigan

In December, 2008, Bishop Robert J. Carlson celebrated a Healing Mass for people needing healing from past and/or present experiences in their lives. The entire diocese was welcome to

participate in the liturgy. The Sacrament of Reconciliation was also made available as several priests were present for the Mass and then available for the Sacrament of Reconciliation. The Mass was well attended and well received.

Diocese of Salt Lake City, Utah

In August 2009, the Diocese of Salt Lake City released *Right Relationships*, the Diocese's Safe Environment curriculum for children. In May 2009, the Office of Safe Environment developed a questionnaire to obtain systematic feedback on the curriculum and to ensure it was meeting its goals and objectives. The questionnaire was sent to 28 school principals and Directors of Religious Education. Based on the feedback, two revisions to the curriculum were made.

Diocese of San Angelo, Texas

1. Victims/survivors are encouraged to come forward through periodic announcements in the Diocesan Newspaper, *The West Texas Angelus*, as well as periodic announcements in parish bulletins. The diocese has also supplied each parish with an acrylic display stand to be displayed at the back of each church. This display features a poster and brochures encouraging victims to come forward.
2. Contact information for the Victim Assistance Coordinator is published on the Diocesan Web Page, the *West Texas Angelus*, and on the displays and brochures in the back of the churches.
3. During the spring 2009 the Bishop directed that an internal audit to ensure continued compliance with the USCCB Charter for the Protection of Children and Young People be conducted by the Diocesan Safe Environment Director in randomly selected parishes. This was a continuation of an internal audit process that was begun in fall 2007. During this audit 25 parishes were selected and audited to insure compliance with Background Checks; Ethics Workshop Attendance; Safe Environment Training requirements for Parents, Children, and Youth; and display of Code of Conduct and Victim Assistance Materials. These 25 parishes included one parish from the 2007 audit in which compliance concerns had surfaced. All parishes but one were found to be in compliance. That parish was later re-audited to make sure it had met compliance requirements.
4. A new section was written for the *Diocesan Policy on Ethics and Integrity in Ministry*. This new section addresses peer behavior between Children and Youth, established norms of behavior, and incident reporting. The Bishop is also requiring that these norms be reviewed by school and program leaders with all parents and their children in the Catholic Schools, Religious Education and Youth Programs, and other major activities within the Diocese at the beginning of each school year. This new section will be included in the next printing of the *Diocesan Policy on Ethics and Integrity in Ministry* within the next month and is being included in the on-line version on the Diocesan Web Page. This new section is already being included in the current workshops being conducted across the diocese.

Archdiocese of San Antonio, Texas

- In October of 2008, seed packets are given to all the children and youth within the Archdiocese of San Antonio to commemorate Safe Environment Education Days (SEEDs). This event tells the children and families that the safe environment training will begin at their parish or school.
- Throughout the audit period, articles on abuse prevention and other safety issues are presented within the Archdiocesan newspaper, Today's Catholic.
- Every month, the Archdiocesan television network, CTSA, runs a program that discusses safety issues within the community and features interviews with community leaders on abuse prevention.
- In April 2009, blue ribbons and a prayer card were given to all the children and youth to commemorate Child Abuse Prevention Month.
- In May 2009, the self auditing tool by the USCCB was sent out to all the parishes within the Archdiocese.

Diocese of San Bernardino, California

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

Required for:

- All diocesan employees – Diocesan Safe Environment Policy
- All Catechists – Department of Education, Office of Catechetical Ministries Policy

Recommended for:

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

A person may fulfill this requirement by attending a workshop or completing the online training course. The training is available in English or Spanish at www.sbdiocese.org

2. Out of Harm's Way / Fuera Del Peligro

Optional recommended training for parent and/or guardians

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

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

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

These workshops are offered at least once during each audit period. This audit period, two sessions were held: one in August 2008 and the second in March, 2009. They are offered so that each parish and/or school will have presenters at the parish/school level for the Diocesan Policy required trainings. They are offered in both English and Spanish.

4. **Restoring-Me Workshop / Recuperando-Me Taller**

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

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

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

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

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

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

Archdiocese of San Francisco, California

- Used a four-page color advertisement in *Catholic San Francisco*, the Archdiocesan newspaper to describe the Safe Environment program of the Archdiocese. This advertisement was used to enfold the newspaper as a front and last page. The paper is sent to 90,000 households.
- Introduced “Teen Safety”, a Law Room developed on--line Safe Environment training program for students in grades nine through twelve. This course may be taken as a standalone 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. In the prior audit year, we participated in the development and testing of the course. Updating development continues.

- Tested and introduced “Kids Safety”, another Law Room developed Safe Environment training program for children in grades four through twelve. This program will be grade specific, offering more intense examples as the child matures, and using additional modules to supplement the basic course in later years. This course can be made part of the curriculae of the schools and parish religious educations programs or taken on a stand-alone basis. Updating development continues. We participated in the development of this course.
- Continued to work with Law Room on the development of a seamless, integrated system to manage Live Scan and Background Checking requests and results, and to provide on-line training. The objective is to manage all those results on a single website. The proposed system will enable parishes and schools to manage their own data or to continue to have the Archdiocese manage it for them, but the data will reside in a common repository allowing quick, accurate reporting to the Archbishop and to the USCCB. We expect to migrate to this system during the coming year.
- Organized a Diocese-wide meeting of other agencies (those of other religious denominations and secular agencies) who address the problem of Child Abuse. While the organization took place during the audit year, the first meeting is to be held August 12, 2009.
- Developed three new brochures (“Youth Education” programs, “Adult Compliance”, and “Reporting Abuse”) in addition to the ones we developed to extol each of our specific age group training programs.
- Three staff members attended the “New Safe Environment Coordinator” training session held in conjunction with the Safe Environment Coordinators annual meeting in Chicago in October of 2008.

Diocese of San Jose, California

During this current audit period (1Jul08 – 30Jun09), the Diocese of San Jose’s Office for the Protection of Children and Vulnerable Adults is proud of the following ongoing endeavors:

The automation of diocesan and parish financial, parish census, record keeping and training documentation through ParishSoft (currently the Chancery and parishes are training on the use of this software product – full implementation by Sept 2009);

The planning and implementation of the First Annual “Keep the Kids Safe” poster and essay contest for elementary and high school aged students (various editions, *The Valley Catholic*. 2009);

The planning, directing and filming (iMovie) of the Internet Safety Course (Safe Environment) currently in use at Holy Spirit Elementary School;

The planning and policy implementation of the Empathy and Inclusion Policy (Safe Environment, Tolerance and Bullying) currently through St. Nicholas Elementary School;

In the spring 2009, victim/survivor, Mr. K.N., with the assistance from the Office for the Protection of Children and Vulnerable Adults, was able to return to St. Francis Cabrini Parish for therapeutic and spiritual closure. The visit entailed a walk-through of the rectory and a paraliturgical ceremony that was created by the victim/survivor. Family members, friends and the Director of the Office for the Protection of Children and Vulnerable Adults participated in the healing ceremony.

The rolling out of the Junior High and Teen Safety interactive online course through LawRoom's Shield the Vulnerable (www.shieldthevulnerable.org);

The continued fine-tuning of the Safe Environment Live Training series combining the resources of Virtus, radKids, YWCA's CAPP and TAPP program and Shield the Vulnerable's portable classroom.

Implementation of the Diocesan Guidelines for Internet Safety – a collaborative effort involving the Office for the Protection of Children and Vulnerable Adults, the Office for Youth Ministry, the Office for Young Adult Ministry and the Office for Catechetics.

Participation and involvement with Santa Clara County Elder Abuse Summit
http://www.mercurynews.com/valley/ci_12661321

The Office for the Protection of Children and Vulnerable Adults continues to work to ensure that our trainings are fresh, exciting and engaging. The diocesan policy of requiring retraining or recertification every three years necessitates the need to continually update and find new resources. Our training topics are the result of feedback from parents and youth. As a result, The Office for the Protection of Children and Vulnerable Adults has live trainings that cover Internet Safety, the effect of media and kids, parenting and communication workshops, bullying, elder abuse and of course, child abuse including child sexual abuse.

New resources include the use of www.common sense media.org, www.safesocialnetworking.com, www.teenangels.org, www.webwisekids.org, and www.netsmartz.org.

Safesocialnetworking.org and teenangels.org are unique. Safesocialnetworking.org is from England and uses effective 30 second video vignettes topics such as Keeping Personal Information Private, Pictures on the Internet and Cyberbullying. Teenangels.org was created for teenagers and is staffed by teenagers.

The Office for the Protection of Children and Vulnerable Adults continues to nurture relationships that have developed since the inception of this office. Members of several law

enforcement jurisdictions (city and county), non-profit organizations and individual members of the Diocesan Review Board have contributed greatly with their time and resources.

Archdiocese of Santa Fe, New Mexico

As the Safe Environment Coordinator I strive to make parents aware of the content of the Children and Youth Protection classes that are offered to their children. For this reason I have written an article for the People of God newspaper that is published monthly in our diocese. The article describes the purpose of the classes, and the reason why the classes are offered every year. Parents are encouraged to attend the classes to aid their children in safety and self protection. The Children and Youth Protection classes are also taught in Spanish for our children who do not speak English.

I have been interviewed on Catholic Radio to talk about the importance creating a safe environment for our children in our churches and Schools.

I have created hand out materials for our Religious Education Teachers to give to parents if their child could not attend the classes. This insures that children get the information and it is a good resource for parents to have at home to periodically go over with their child.

Diocese of Santa Rosa, California

Our diocese opted to require training every two years instead of three. This year all individuals were required to be retrained to assure understanding of the California law regarding Mandated Reporting of Child Abuse.

We worked with Law Room, along with other Northern California Diocese to offer suggestions during the development of an online teen program to use in the coming year as training for high school age youth.

Diocese of Savannah, Georgia

1. Trained 15 new facilitators to present the VIRTUS awareness sessions. Four of these facilitators are bi-lingual; and seven are from less populated areas of the diocese thereby greatly increasing the availability of sessions in the least populated deaneries. The additional facilitators in the rural areas have been particularly well received.

2. Created a PowerPoint presentation for all diocesan entities to more clearly explain the diocesan safe environment policy/requirements and to assist parish/school/outreach center personnel in tracking data for the annual audit instrument. The PowerPoint has been a big hit with the safe environment points of contact throughout the diocese.

3. Although school children in diocesan schools receive the *Child Lures* training, and school children in the public schools receive the *Good Touch Bad Touch* training, the diocese contracted with VIRTUS to offer an additional training resource, the *Touching Safety* program, in parish religious education classes. Orientation meetings for the use of this program were conducted for

parish religious education coordinators in every deanery. This is a new program and cannot be evaluated at this time.

4. Continuing Education:

a. Director, Office for the Protection of Children & Young People and the Diocesan Safe Environment Coordinator attended the Annual Conference for VIRTUS Program Coordinators.

b. Director, Office for the Protection of Children & Young People and the Diocesan Safe Environment Coordinator attended the Chatham-Savannah Family Violence Council Seminar for Faith Leaders with presentations by the district attorney's office, law enforcement, victim service agencies, and social service organizations.

c. Diocesan Safe Environment Coordinator attended the annual Safe Environment Coordinator's Conference.

d. The Office for the Protection of Children & Young People published an announcement geared to child safety to be shared between parent/guardian and a child in every monthly diocesan Pastoral Bulletin.

Archdiocese of Seattle, Washington

Implemented Online Training for Athletic Officials outside the Archdiocese of Seattle - ongoing

The Archdiocese of Seattle is committed to working with the greater community to eradicate all child abuse in the greater society. In that spirit of sharing our resources with the general public, the Archdiocese of Seattle has partnered with six local public associations that provide sports officials (referees, umpires, etc) to various school districts and recreation leagues that operate within the Archdiocese of Seattle.

- The Archdiocese of Seattle worked with a vendor to create an online training course specifically geared towards CYO Athletics and sports officials.
- The associations agreed to post a link to the online course on their website for their members to complete the course or sent an email to their members/distribution list.
- The following associations are participating in the training program:
 - East King County Soccer Referee Association
 - King County Volleyball Association
 - Northwest Baseball Umpires Association
 - Pacific Northwest Basketball Officials Association
 - Seattle Soccer Referee Association
 - Tacoma-Pierce County Volleyball Officials Board

Safe Environment Legislative Efforts – ongoing

During the 2009 legislative session, the Archdiocese of Seattle led efforts on two pieces of legislation.

- Child abuse prevention education in the public schools – This legislation focused on expanding the prevention education provided to public school children. By standardizing statewide requirements, identifying federal funding and creating a system

of reporting and accountability between the school districts and the Office of the Superintendent of Public Instruction, children in the public schools across the state would receive a more comprehensive abuse prevention education.

- Accessibility to criminal history screening results – This legislation addressed background check screening limitations. It attempted to expand the reach of the criminal history report for an applicant with access to minors or vulnerable adults

Safe Environment Hispanic Ministry – ongoing

- Safe Environment Program Coordinator attended Spanish language immersion class (December 2008) to assist in development, translation and presentation of Spanish language Safe Environment materials and classes.
- Safe Environment Program Coordinator sat on committee implementing the archdiocesan pastoral plan for Hispanic ministry.
 - Included assisting in publishing of quarterly archdiocesan-wide Hispanic Ministry newsletter which includes information about Safe Environment Program.
- Translated all user screens for the database and online trainings.
- Continued translation of all forms and literature.
- Advisory Group for Safe Environment in Hispanic Ministry
- Spanish safe environment classes throughout archdiocese
- Spanish Train-the-trainer session – December 2007

Formation of Pacific Northwest SEC Group – ongoing

- First of bi-monthly conference calls with any interested SEC throughout the Pacific Northwest, June 2009.

Implemented new training for returning staff at CYO Summer Camps – Summer 2008

- A refresher course specifically designed for returning camp counselors & camp staff.
- More in-depth look at detecting warning signs of abuse, how to respond to disclosures and how to make a report of suspected abuse.

Trainer Appreciation Luncheon – September 2008

- A lunch hosted by Archbishop Brunett recognizing the work done by all Safe Environment trainers from throughout the Archdiocese of Seattle.
- Archbishop Brunett distributed gifts of appreciation to each trainer and awarded special recognition to those trainers that demonstrated a particular dedication & willingness to serve.

Internet Safety Advisory Group – ongoing, convened November 2008

- Gathered to design Safe Environment class focusing on Internet Safety.
- Includes representatives from local law enforcement, community organizations and local internet safety experts.

Sponsored KCSARC Interfaith Symposium – January 2009

- “A View From the Balcony: Responsible Leadership when Sex Offenders are Part of Your Faith Community”
- Co-hosted by King County Sexual Assault Resource Center.

Child Abuse Prevention Month – April 2009

- Resources and Materials sent to parishes, schools and programs of Archdiocese of Seattle:
 - Prayers of Intercessions for Sunday liturgies
 - Weekly Bulletin Announcements & Homily Notes which correspond with weekly readings.
 - Safe Environment & Child Abuse Prevention Links
 - “Pinwheels for Prevention” Activities for Children
 - USCCB Article featuring interview with Archbishop Brunett

King County Elder Abuse Council – June 2009

- The Safe Environment Program Coordinator was invited to present at the King County Elder Abuse Council meeting regarding Safe Environment efforts in the Archdiocese of Seattle (which include Vulnerable Adults) and how community organizations can effectively collaborate with faith communities.

Integration of Background Check database into SETA Net Database – June 2009

- Expansion of SETA Net (Safe Environment Training Administration Database) to include background check information.
- Background check results are automatically imported into database by background check vendor.
- Allows access to records and expiration date by both parish/school coordinators and archdiocesan administrators.

Diocese of Shreveport, Louisiana

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

Diocese of Sioux City, Iowa

The Diocese of Sioux City, in conjunction with Mercy Medical Center’s “Child Advocacy” arm, has begun planning for a workshop, to be held in the spring of 2010, addressing the issues of child pornography and adult pornography. This would be a one-day workshop that would attempt to cover, at least in part, all aspects of the “problem” of pornography. It would be of an ecumenical nature: clergy of all denominations and lay people—especially parents and teachers—would be invited to attend. Cost for the workshop—and its presenters—would be borne by the Diocese of Sioux City and Mercy Medical Center.

Diocese Sioux Falls, South Dakota

1. The Diocese of Sioux Falls has collaborated with Professional Learning Board to write and produce a training program for those volunteers and staff working in vulnerable adult ministries entitled "Recognizing Vulnerable Adult Abuse." This program will meet the diocesan requirement of annual training for adults working in this ministry and is now available as an on-line training option.

2. One of the complaints we have heard regarding the safe environment program is that it can be administratively burdensome. In order to alleviate some of that burden, the Safe Environment Office explored the ParishSOFT Safe Environment Program (SEP) Manager software. The SEP Manager allows locations to track the individual requirements for each of their adult employees and volunteers using an on-line software program. Once the information has been entered into the system, other authorized users have access to the information as needed. During the 2008-2009 year, the Chancery Office plus several diocesan youth ministry programs tested the program to track the volunteers and employees in their respective areas. While the initial start can be somewhat labor intensive, the test groups noticed clear advantages in using the program. The test group enthusiastically encouraged the implementation of the SEP Manager program across the diocese.

Diocese of Spokane, Washington

The Icon of Jesus blessing the Children that Bishop Skylstad took to all the parishes while doing Prayer Services of Lamentation and Atonement in the parishes throughout 2007 and 2008 was blessed and permanently placed at The Cathedral of Our Lady of Lourdes in April 2009. This is now a memorial of all the children who were abused.

We continue to focus on Safe Environment Training for all the children each year not just one time training.

We continue to provide contact via phone, visits etc to both victims and family members to provide support.

We have the good fortune of having a local treatment organization that provides groups for victims of abuse or trauma. They send us the information when they are starting new groups (free to victims) and we send this throughout the diocese.

We paid for counseling for victims who came forward and were reported in previous audits.

We worked with a victim and the facility to provide for the victim to receive EMDR treatment initially covered by Spokane Diocese and then by St. John's Abbey. (This victim and her family had accepted a settlement years ago from the Abbey)

The Bishop continues to be willing to meet with any victim or family member at their request.

Diocese of Springfield, Massachusetts

Article 1: Outreach to Victims:

Assistance with Arbitration for Pro-Se Victim/Survivors of Clergy Abuse

During July-November 2008, the Diocese of Springfield settled civil suits through arbitration for 59 victim/survivors of clergy abuse. This voluntary program was conducted by independent arbitrators experienced in sexual abuse claims. Representatives from the Diocese did not attend any hearing or contest any claim determined to be eligible, although the Victim Assistance Coordinator did attend the meetings of three victims at their request.

Eleven of the 59 individuals chose to arbitrate their cases without legal representation. The victim assistance coordinator worked with the arbitrators and the Diocesan attorneys to ensure that all pro-se individuals were offered information and assistance necessary for them to fully participate in this process. This included transportation to and from the arbitration site, emotional support, information about accessing therapy and their right to payment by the diocese for counseling, medication, and related expenses.

Therapy referrals

The Office of Counseling, Prevention and Victim Services maintains and updates a referral list of psychotherapists and psychiatrists not associated with the Diocese who are qualified and experienced in the treatment of sexual abuse, trauma, dual diagnosis, and other problems experienced by victim/survivors of abuse and their families.

Article 7: Effective Response:

The Diocese of Springfield maintains current information regarding the geographic location and status of all diocesan priests who have been relieved of ministerial duties under the Essential Norms, as well as the geographic location and status of the one priest from another diocese who resides within the Springfield Diocese. Rev. Mr. William Toller makes in-person and telephone contact with these priests and communicates with the Vicar for Clergy and the Victim Assistance Coordinator regarding their status and in order to address potential concerns.

Article 12: Safe Environment Training Programs:

During this audit period, Safe Environment trainings for adults in contact with children and vulnerable adults were expanded in the following ways:

- An on-site orientation session was developed for new parish Child Advocates and for clergy, staff and Child Advocates in parishes that were merged or changed as a result of the Pastoral Planning process during the audit period. This orientation includes all procedures necessary to be in compliance with the Charter in terms of background checks; training for adults, children and youth; resources for parents; use of the diocesan website; services of the Office of Counseling, Prevention and Victim Services; outreach to victims; mandatory reporting policies, the Code of Conduct, and documentation.
- Parents are invited to attend parent informational meetings on child abuse prevention. The handbook "Seven Steps to Protecting Our Children" is provided to parents of all new and incoming students in Religious Education programs. Parents of children in the Catholic schools receive a parent handbook as part of the "Child Lures" program. Additional on-line and written materials are also available. Resources are available in Spanish. During this year,

a book in Vietnamese was offered to Vietnamese-speaking parents of children in Religious Education programs. This will be augmented next year with in-person trainings and resources for Vietnamese-speaking parents of children in Catholic schools as well.

- In January 2008, the Director of the Office of Counseling, Prevention and Victim Services provided a three-hour training to deacon candidates. This training focused on child abuse awareness, intervention, supervision, and prevention, has been made a part of annual deacon formation training.
- The Office of Counseling, Prevention and Victim Services participated in community trainings to local and regional clinicians, educators, religious groups, and masters-level social work students on the topic of child abuse, trauma-reactive and abusive behavior in children and youth, child development, and the Catholic Church's response to ensure the protection of children and accountability of procedures.

During this audit period, Safe Environment trainings for children and youth were expanded in the following ways:

- In November 2008, twenty-six school principals, teachers, and parish catechists participated in a full day training with Praesidium's trainer Christie Schiller to learn to facilitate the "Called to Protect for Youth" program in additional parishes and schools. Parishes and schools incorporated new materials developed by Praesidium on dating violence and Internet safety into existing workshops for youth on boundaries and sexual abuse prevention.
- In October-November 2008, more than 300 CYO coaches, coordinators and assistant coaches were trained in Safe Environment policies and procedures by the Office of Counseling, Prevention and Victim Services. This was a training designed specifically for coaches and those working with children in recreational/mentoring settings. Although the Western Massachusetts CYO has not been a diocesan-run program for many years, Bishop Timothy McDonnell made this training a requirement for adults in contact with children on the CYO sports teams sponsored by a parish.
- In March 2009, a new curriculum was developed by the Office of Counseling, Prevention and Victim Services for children in Religious Education grades 1-6, with several parishes piloting the program during the 2008-2009 school year. This new curriculum will be implemented throughout the diocese in 2009-2010.

Diocese of St. Augustine, Florida

The following is submitted as reflective of this diocese'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*.

Through our Chancellor's Office, the Diocese of Saint Augustine continues to enhance the *Safe Environment Program Handbook* that was established two years ago and disseminated to all pastors, priests, deacons, principals, directors of religious education, youth directors and other diocesan ministry leaders. The program handbook provides information that defines:

Education for Adults

- Who must attend safe environment program training
- How to register for a class

- Where and When the classes meet
- How attendance is documented

Education for Children & Youth

- Parents' role with an option for opting out
- Record keeping needed

The handbook also explains:

- How to make safe environments happen (checks & counter-checks)
- Who must be fingerprinted, undergo background checks and attend *Protecting God's Children* training
- What is required of volunteers
- Record keeping, reporting requirements and maintaining a safe environment with standards of ethical conduct
- There are also forms in the back of the handbook that require covered individuals to read and acknowledge receipt of the handbook.

For this audit period we have contracted with Nancy Powers and Associates to assist in the data collection from parishes and schools. Her associates are responsible for following up with parishes and other diocesan entities to clarify questions on their report and to ensure they are maintaining appropriate records.

This year, the diocese will implement a Parish Audit Initiative where the diocese will conduct onsite audits of parishes and schools to ensure the reports that are reported to the Chancellor's Office (twice a year) are accurate and complete. It will also provide us with an opportunity to praise best practices and offer direction for parishes that need to do more.

Diocese of St. Cloud, Minnesota

In May 2009, the Diocesan Victim Assistance Coordinator provided support at a Crosier Listening Session regarding recent media attention as a result of a February announcement of a \$1.7 million lawsuit settlement agreement by the Crosier Fathers with nine individuals who alleged sexual misconduct when they were minors. Approximately 52 people attended from the parish cluster, including family members of abuse victims.

Eparchy of St. George's in Canton for Romanians

Comparison Study of other Dioceses:

- Ongoing computer searches with the other dioceses to compare information
- Review of all information sent via the listserve: ocyp-vac@felix.usccb.org (Teresa Kettelkamp) which enables us to keep updated on the Charter and any new perspectives/requirements.

Archdiocese of St. Louis, Missouri

Child Safety Committee Identifies New Issues for Required Parent Meetings

Several years ago, the Catholic Education Office of the Archdiocese of St. Louis initiated required meetings for parents of all students entering a Catholic high school. (“Parent Meetings”). The meetings, conducted by West County Psychological Associates (a mental health and consulting service provider which works closely with schools in the Archdiocese), discussed the challenges and issues students face when they begin high school. It soon became apparent that these meetings needed to be offered to parents of students at other age levels. Currently they are required meetings for parents of students entering kindergarten, third and sixth grades

Over this past year, with the input of the educators, clergy, therapists, attorneys and risk management officials on the Child Safety Committee, the curriculum of these Parent Meetings was revised to incorporate additional timely issues such as the choking game, cyber-bullying and the need for better vigilance when children are on the Internet. The curriculum of the Parent Meetings will continue to evolve as new issues regarding child safety evolve.

These Parent Meetings are provided in addition to the Safe Environment Program curriculum for parents.

Archdiocesan-wide Internet Blocking Tests

During the school year 2007-2008, members of the Archdiocesan Internal Audit Department conducted a few unannounced checks of Internet blocks on student computers in Catholic schools. Of five schools checked only one had sufficient blocking in place to prevent students from accessing pornography sites or proxy sites where an individual can access the Internet anonymously.

During the 2008-2009 school year, Internal Audit and the Safe Environment Program personnel teamed up to visit all parishes, and archdiocesan elementary and secondary schools to check for blocks on Internet sites. The checks revealed any number of parishes and schools that needed to install improved blocking systems for the Internet. Parishes and schools that did not have adequate blocking systems were given six weeks to install effective ones. Re-inspections were conducted to make sure the problem was remedied.

Eparchy of St. Nicholas of Chicago for Ukrainians

1. **A compilation CD with articles in Microsoft Word and PDF format, and many other resources and useful Safe Environment data was recorded by Serge Michaluk and distributed to all eparchial priests and deacons** during the annual Chrism Conference in May 2009, with the intention to refresh already acquired knowledge about sexual abuse, promote a better and a more comprehensive Child Protection on a local level and encourage more preventive initiatives from lay parish leaders and parents. Some of the included articles like “Internet Safety Tips for Parents” and “Using Cell Phones More Safely” were in the Ukrainian language.

2. **First Ukrainian-only training session** followed by a relevant discussion was facilitated at St. Joseph Parish in Chicago in June 2009. In attendance were candidates for ordination, international clergy and other young men and women who serve as volunteers at local Ukrainian Catholic parishes. All being recent immigrants from Ukraine, participants learned about child sexual abuse and preventive strategies in their native languages.

Archdiocese of St. Paul and Minneapolis, Minnesota

SAFE ENVIRONMENT CURRICULUM ALIGNMENTS

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

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

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

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

PARENT GUIDES

Archdiocese sends the publication *VIRTUS: Protecting God’s Children: A Guide for Parents, Guardians and Other Caring Adults* to all families new to Catholic schools and parish faith formation programs within the Archdiocese. The Archdiocese has been doing this since 2005-2006 when the *Guide* was sent to all parents and guardians of children in Catholic schools and parish faith formation programs within the Archdiocese. To date, we have distributed roughly 60,000 of these guides. Parents have shared their appreciation for receiving this helpful guide.

COLLABORATION WITH COMMUNITY ORGANIZATIONS

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

- Commander Neil Nelson, Saint Paul Police Department, Minnesota ICAC Task Force
- Karina Berzins, Minnesota Department of Public Safety, ICAC, Training and Education Coordinator

- Laurie Nathan, Lead Outreach Coordinator and Michelle Menillo, Educational Writer for NetSmartz Workshop, National Center for Missing & Exploited Children

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

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

The Archbishop's delegate for Safe Environment and the archdiocesan Director of Advocacy, are members of the group Minnesota Council of Churches, Ending Sexual Misconduct in the Religious Community.

ECUMENICAL COOPERATION

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

EMPLOYEE SCREENING AND TRAINING

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

DISCIPLINARY ACTION AGAINST TEACHING LICENSES INVESTIGATED

Effective May 1, 2009, a new Minnesota law requires a school hiring authority to contact the Board of Teaching before hiring a new teacher to determine if disciplinary action has ever been taken against the applicant's Minnesota teaching license. The Archdiocese also requires that school hiring authorities investigate whether disciplinary action has been taken against applicants' teaching licenses held in states other than Minnesota. The PCYI office offers school hiring authorities support in these investigations.

ACCEPTANCE POLICY FOR FOREIGN PRIESTS

Updated May 2009, and includes the following:

The Archbishop must receive a personal letter from the foreign priest's bishop/superior stating that the applicant is a priest in good standing and that he does not have any legal, sexual, alcohol or chemical problems, now or in the past, and that he has permission to serve in the Archdiocese for a minimum of 30 months.

The Chancellor for Canonical Affairs of the Archdiocese of Saint Paul and Minneapolis must receive the completed 'Resume for Pastoral Ministry', two individual photos of the foreign priest, proof of birth, proof of baptism, proof of priestly ordination and photocopies of all pages from the foreign priests' valid passport (including both front and back of the I-94 card if the priest is already in the United States). The priest-applicant must also submit an audio or digital recording of himself delivering a homily in English (minimum ten minutes on the recording).

The foreign priest must consent to a legal and criminal background check, to be arranged through the Chancellor for Civil Affairs.

Diocese of St. Petersburg, Florida

The Victim Assistance Minister applied for and was awarded a grant from the Holy Name Province of Friars to cover the costs for a weekend retreat for women sexual abuse survivors. Of the nine participants, three had been victimized by clergy. Evaluations from participants reflected much gratitude for the healing experience.

Realizing the Church's desire to reach out to sexual abuse survivors and help in their healing, the Victim Assistance Minister partnered with a spiritual director from the Franciscan Center in Tampa in facilitating healing groups for incarcerated female sexual abuse survivors. This was made possible by a grant from the Allegany Ministries.

The Safe Environment Program Office has purchased and is presently constructing an online safe environment re-certification program. The online recertification program will allow those individuals who may have the care, responsibility, and or supervision of children to update and confirm their knowledge of diocesan policy for protecting children and young people. The online re-certification program also has an accompanying database that will allow the diocese to more accurately track safe environment training and background screening status of employees, volunteers, clergy, and others who may have unsupervised access to children or youth.

The Safe Environment Program Office has also added a direct link on the Diocesan website that will allow victims of abuse to quickly locate information helpful to placing them in touch with the Victim Assistance Minister. The link also takes them to the Victim Assistance webpage where they will find information on how to file an abuse complaint and other information helpful to them.

Diocese of St. Thomas, Virgin Islands

- Posters and Flyers pertaining to Child Protection were distributed to all Catholic Churches, Schools and Agencies, in the US Virgin Islands. They were placed in strategic places for all to see. The people appreciated the information.
- 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.
- Ms. Callista Julien, Director of the Child Protection Program, is named as the contact person in the Diocesan monthly magazine, The Catholic Islander.
- Virtus Trainings were held throughout the Diocese during the period under review. People were trained and were grateful for the information and the knowledge they gained. They became aware of child protection enlightened by the information.

- Due to the coming of the new Bishop (Bishop Herbert Bevard), the Section 2454 & 2455 from the Diocese Code of Conduct & Procedures Concerning the Protection of Minors is under review.

Eparchy of St. Thomas of Detroit for Chaldeans

Our Diocese continues to ensure, as it has in previous years, to conduct criminal background checks and training; as well as provide Code of Conduct to clergy, employees, and all volunteers serving in our various parishes. We also provide education on child sexual abuse to all the children and youth involved in our parish programs. Additionally, we offer the parents to attend workshops, as well provide them with written materials on Child Sexual Abuse in English and Arabic to take home and discuss further with their children.

The extraordinary measure that was done during this audit period was to partake in educational seminars sponsored by the Resettlement agencies to assist recent Iraqi refugees in their assimilation process. The Director for the Safety Environment Program, Mrs. Janan Senawi also provided an educational seminar for the refugees on the topic of child sexual abuse, and keeping children safe. Additionally, she presented a radio segment on this topic on the Chaldean Voice Radio Program which is heard by thousands of Chaldean listeners. This was done to increase awareness and educate our general public.

During this audit period, Our Bishop has been reviewing policies and procedures of other Eastern Rite diocese in order to establish our own policies; as we have been utilizing the policies of the Archdiocese of Detroit. We plan on implementing our own policies in October, 2009. Our Diocese has also established an electronic database which holds all of the information for the PGC program for easy access.

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

We are happy to note that St. Thomas Syro-Malabar Diocese of Chicago does not have any incident to report regarding the violation of the Charter in the Audit period from 7/1/2008-6/3/2009.

The diocese covers the whole territory of the United States and our parishes are scattered all over the country. We are still in the process of establishing parishes and missions.

Missions are communities of Syro-Malabar Catholics who do not have Churches of their own and have their Eucharistic celebrations in the local Latin Rite parishes. Syro-Malabar Rite priests who are working in the Latin Rite Parishes are ministering to them.

Our parishes and missions follow the safe environment programs offered by the local Latin rite dioceses in whose territorial jurisdictions they are situated. Our diocese also offers courses in different parishes.

From this year onwards, we plan to prepare a calendar for Safe Environment Programs for all our parishes, which will be offered to them in addition to the programs they get enrolled in locally.

All members of the staff who are in CCD programs are voluntary and we do not have any paid staff.

In some parishes, there are a few teachers, students and parents who did not get a chance to go through the programs, but we will see to it that they undergo the training as early as possible.

Diocese of Steubenville, Ohio

Two years ago, the members of our Diocesan Review Board conducted personally parish audits to verify that each parish was in compliance with the Charter and our Diocesan Decree. At the conclusion of these audits, the Diocesan Review Board decided that they would continue with these audits on a 3 to 5 year cycle. Although this audit took place outside this audit period, the ramifications and results have affected this audit.

This personal audit has made each parish aware of the need that all matters which pertain to child protection are to be in order. It has also given them personal contacts and knowledge of the background and experience of our Diocesan Review Board members who are no longer seen as unknown individuals. Finally since these personal audits, it has shown out parishes that child and youth protection is a priority in our diocese.

In summary, these audits have laid the groundwork whereby not only the diocese but each parish takes the mission of child and youth protection seriously.

Diocese of Stockton, California

The Diocese of Stockton started the safe environment program with the responsibility for training and tracking at each of the 34 parishes. As a result, there are good forms and practices in place at 34 sites scattered throughout the six counties of the diocese.

The Diocesan Safe Environment Coordinator visits the parishes to assure compliance and meets bi-monthly with the Parish Safe Environment Coordinators to train them and to provide a time to share best practices and to address questions.

The School of Ministry, the diocesan accredited vehicle for preparing for entry and advanced levels of ministry, includes safe environment in its curricula.

The Diocesan Safe Environment Coordinator provides a series of parish bulletins for regular insertion into the Sunday bulletin. There is a special effort in April to focus on awareness and responses to abuse.

In an effort to continually update how to stay alert to abuse, a revised letter is used now at each site to track training and fingerprinting so responsible parties have easy access to records.

Diocese of Toledo, Ohio

This past year the Diocese of Toledo revised **To Protect and to Heal – Policy on Sexual Abuse of Minors**. This new document replaces earlier diocesan policies issued in 1988, 1995 and 2004. It has been revised to reflect the revisions made to the U.S. Bishops' *Charter for the Protection of Children and Young People* and the *Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons* and our experience in the Diocese of Toledo.

Diocese of Tucson, Arizona

- The Diocese of Tucson educated 2896 additional volunteers in the safe environment program. These volunteers are without independent access to or influence over minors or vulnerable adults, but by virtue of this training, they become additional eyes and ears for the safety of children and vulnerable adults.
- The Diocese of Tucson educated 14,157 parents through its parishes and parish schools as part of the personal safety education for families. This education was done in various ways, including special classes, special written materials, and presentations to congregations during liturgies.
- Dr. Duckro continued to serve on the Board of the Southern Arizona Children's Advocacy Center. This service is part of the commitment of the Diocese of Tucson to promote the welfare of all the children of southern Arizona.
- Dr. Duckro continued to consult with the Tucson Police Department to assist them in developing an educational program to prevent corruption among undercover officers. The program was based upon lessons learned in developing the Safe Environment Program of the Diocese of Tucson.
- A monthly article was published in the Diocese of Tucson newsletter, *The New Vision*. Special materials were published in the newspaper's October edition, focusing on domestic violence.
- A new video was produced to assist in the additional ongoing education of clergy, employees, volunteers and parents. The new video explores the *modus operandi* of a pedophile vis-à-vis the elements of the Safe Environment Program that enhance detection and timely reporting.

Diocese of Tulsa, Oklahoma

During the course of this audit period, the Diocese of Tulsa continued to train catechetical leaders on how to implement the VIRTUS *Touching Safety* Program for Children in the Religious Education/Formation Programs in the parishes and schools. Dates of training included May 8 and June 7, 2008 (prior to the audit period), as well August 22 and October 11. 48 of 76 parishes and all 13 schools were represented. The remaining parishes have received the materials and instruction in implementing the program via mail.

In addition, the Diocese and Oklahoma State Bureau of Investigation have developed an A-3 fax form to simplify the background check process. For those volunteers or employees in the state of Oklahoma for more than 2 years, or in the updating of files, the A-3 fax form provides

background checks for multiple individuals in approximately 72 hours. This fax form includes a state name search, violent offender search, and sex offender search.

Diocese of Tyler, Texas

The Promoter of Justice gave a presentation at the annual Texas Prevent Child Abuse Conference. The presentation focused on the nature of grooming in a small community, like a parish congregation. The dynamics of grooming of victims is well documented, but the experience of the grooming dynamic in the community is seldom discussed in the literature. Two case studies from the Diocese of Tyler were used with an emphasis on how Safe Environment Program helps break this type of grooming as well as directly protecting minors or vulnerable adults.

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

Eparchy of Van Nuys for Byzantines

C.A.R.E. (Christians Always Respect Everyone) was the highlighted Safe/Faith Environment Program used during the audit period. Clergy, Catechists and parents were most appreciative of this program which continues to broaden various aspects of Safe/Faith Environment. This is additional training by our Parishes.

NETWORKING and COLLABORATION: Because our Eparchies are small, there are ongoing dialogues to assist each other, i.e. Passaic Eparchy has graciously shared the C.A.R.E. Program which they had created; Parma Eparchy submitted an updated Access Program for monitoring data for Safe Environment. Our Van Nuys Eparchy granted permission for the use of our Safe Environment Posters and brochures on Safe Environment to the Eparchies of Pittsburgh and Passaic.

NEW REVIEW BOARD MEMBERS APPOINTED: Bishop Gerald Dino, seeking the expertise of those persons in the area of Safe Environment, appointed the following Review board Members: 1) Jennifer King Mikitish, Safe Environment Training Coordinator for the Phoenix Diocese; 2) Patrick Cullen, former FBI employee; 3) Irene Groot, recently retired educator; 4) Deacon Michael Sullivan, employee at ASU. Dr. Regina Brown, pediatrician, is the only former member who shall remain on the newly established Review Board.

GOALS SUBMITTED BY REVIEW BOARD: At the first meeting of the newly appointed Review Board, the following are goals being submitted:

- 1) Self-Assessment Guides created by the USCCB to be completed by each Parish and our Eparchy. In addition, the survey for Parishes will seek input for additional ways that the Eparchy can be of assistance in the area of Safe Environment.
- 2) Continue working collaboratively with other Eparchies in producing a DVD that would highlight the spirituality of the Eastern Catholic Church, relative to Safe Environment.

Diocese of Venice, Florida

EDUCATION DEPARTMENT: Teachers, Catechists, Related Volunteers

The Diocese consolidated the number of trainers from 35 field trainers to 12 regional trainers (including two bi-lingual trainers). The new regional trainers were issued laptops and LCD equipment in order to include the newly designed PowerPoint and video to be shown at every training session. In addition to the new presentation materials, the manual distributed to attendees was also updated. These actions enhanced the learning experience for all participants.

The reporting procedure for volunteers to be fingerprinted and safe environment trained was streamlined and a network of final approvals and certificate issuance was created. The team at the Catholic Center who manage the system work closely together (Education, Communications, Human Resources, Legal).

The Training Coordinator, located in the Education Department, has scheduled impromptu trainings whenever clergy, seminarians, deacons or laity are in need of training in addition to already schedule training.

BACKGROUND SCREENING:

Electronic fingerprinting is submitted electronically to the Florida Department of Law Enforcement and the Federal Bureau of Investigation with the results available to the DOV Legal Department within 24 to 48 hours. The actual fingerprinting is done at designated retail locations throughout the Diocese for convenient access.

Diocese of Victoria, Texas

- Addition of Online Training for Renewal of Education (3 years of service) and Online Re-Certification Training (6 or more years of service).
- Upgrades to the Children, Youth and Parent Annual Training
 - Addition of 15 new videos on personal safety, abuse prevention and reporting procedures.
 - Addition of Live Presentations for junior high and high school levels. Presentations are conducted by Mid Coast Crisis Center and encompass dating violence, relationship abuse, physical and mental abuse.
 - Addition of child, youth and parent trainings in our Vacation Bible Schools.
- Upgrades to our database tracking system powered by Austin Computing Solutions (eApps).
 - eApps System alerts the Safe Environment Director and the parish/schools when individuals have not completed the required training within the allotted time frame.
 - eApps System shows primary employee and volunteer count for auditing purposes.
- Addition of the *Youth Code of Conduct* training program for minors who assist or work with other minors in a leadership position. The Youth Code of Conduct is a training and examination program on the symptom recognition and reporting of child abuse.

Archdiocese of Washington, D.C.

To recognize the April 2009 Child Abuse Awareness Month, the Archdiocese of Washington (ADW) developed a resource kit for all parishes to use in our ongoing efforts to promote the well-being and safety of children and youth. In addition to the liturgy and bulletin announcements on child protection topics developed by USCCB's Office of Children and Youth Protection, the kit included a fact sheet on ADW's Office of Child Protection Services and four parent guides developed by the Archdiocese and designed to be used as bulletin inserts. The parent guides focus on what the Archdiocese is doing in the area of child protection, and on top safety tips, internet safety, and cyber bullying. All materials are online at www.adw.org.

In addition, a bookmark was created that has a blessing for those who work with children on one side and, on the other side, a quick guide on what to do if you suspect child abuse. The bookmark will be distributed to principals, catechetical leaders and others, and given out at child protection workshops.

Diocese of Wichita, Kansas

1. Child Abuse Prevention Month - April 2009

Therese Seiler, Safe Environment Coordinator, Fred Solis, Communications Director, and Janet Miller, Secretary to Msgr. Hemberger, met and went through the series of articles prepared by the Office of Child and Youth Protection prepared for Child Abuse Prevention Month. From these and our own diocesan resources two feature articles were prepared for our diocesan newspaper *The Catholic Advance* which is mailed to all registered parishioners. The articles were published on April 3, and April 17, in both the online and printed version. They served to remind readers of our continuing efforts and continued commitment to creating a safe environment

2. Code of Ethical Standards

Our Code of Ethical Standards was broken down into sections and one a month printed in Clergy News Notes between March and June 2009. This is a monthly mailing to all priests in the diocese. Our Codes of Ethical Standards is a guideline for those who minister in our parishes, schools and other diocesan entities. The series addressed several areas contained in our Codes for reflection and review.

3. Boundaries of Behavior for Clergy

When discussing allegations of sexually inappropriate actions, it became apparent to our Review Board that some members of the clergy are not fully aware of the boundaries when working with minors. With this in mind a sub-committee of board members and other professionals including a priest, psychologist, family doctor, victim assistance coordinator, and social worker came together. Their task was to come up with a list of Do's and corresponding Don'ts that was clear and concise, and could be sent out periodically to our priests as a reminder.

4. **Review of Code of Ethical Conduct for Church Personnel and Diocesan Policy on the Suspected Abuse of Children**

Therese Seiler, Safe Environment Coordinator, presented the *Code of Conduct* and our *Policy of Suspected Abuse of Children* to the following groups. This is over and above the mandatory VIRTUS training.

- a. **July 23, 2008** New Principals
- b. **August 1, 2008**, Parish and School Secretaries
- c. **August 7, 2008**, New Teachers
- d. **August 11, 2008**, Elementary and Junior High Teachers
- e. **August 12, 2008**, High School Teachers
- f. **August 14, 2008**, Elementary and Junior High Teachers
- g. **May 24, 2009**, Totus Tuus Teachers

Diocese of Wilmington, Delaware

March 24, 2009 - Communication to all priests and high school principals, Catholic Charities Executives advising that April 2009 is Child Abuse Prevention Month and advised of the resources available to them in relation to Child Abuse Prevention Month as provided by the USCCB.

January 19, 2009 - The Diocese of Wilmington participated in the 2008 CARA Annual Survey of Allegations and Costs.

January 4, 2009 – Sr. Suzanne Donovan was interviewed on the Catholic Forum radio program about the Diocese of Wilmington's *For the Sake of God's Children* and *Keeping Our Promise* Programs. During the interview Sister discussed who is required to get background checks and talked about the ethical and behavioral standards and safe environment aspects of the program.

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

- Audit all religious education personnel
- Audit all school personnel
- Audit all coaches/assistant coaches and Boy Scout leaders where the troop is parish based

The group requested that the internal audit from the Diocesan Finance Office add a series of questions to the formal audit done in parishes/schools. He reported that all the parishes audited in the past year were in full compliance with standards, background checks, and training. Additionally, the committee receives the reports that are generated by schools, parish religious education programs, and athletic association presidents on the training that has occurred.

Each year the principals, directors of religious education, and youth minister and athletic association presidents are required to submit a **report of all educational activities** that occurred in a given year stating the date, attendees, and topics covered.

The Office for Religious Education and Catholic Schools Office have integrated a **review of the degree implementation of the Curriculum in their visitation processes.**

Diocese of Winona, Minnesota

Action 1: IV: Protecting All Children of God in an Online World

A fourth lesson was launched for our Safe & Sacred Learning Community™ in September 2008 addressing new elements of safety regarding internet and email access. This lesson is designed in the same format as the other three lessons released in earlier years and includes reading, research, examples, interactive activities, resources and a final testing process for compliance. During the designated audit period, priests, deacons, religious, employees and volunteers from parishes and schools were required to register. All were asked to complete the coursework by December 31, 2009 to be in compliance with our current requirements.

Action 2: V: Professional Boundaries and Behaviors

The design and content have been completed for the fifth curriculum lesson for our Safe & Sacred Learning Community™. The team is currently in the review and edit phase of this project scheduled to be released in early 2010. We continue to add information and new lesson work to address our commitment to the people of God in compliance with the Charter for the Protection of Children and Young People.

Action 3: Open Lab Opportunity

The Pastoral Care Assistance Office coordinated and staffed an open lab at our diocesan Ministry Days event hosted at St. Mary's University June 9-10, 2009. Participants had the opportunity to take facilitated online safe environment training.

Diocese of Worcester, Massachusetts

1. Mrs. Frances Nugent initiated the New England Victims Assistance Coordinators group from Region I shortly after the establishment of the Charter. Although normally held on a quarterly basis, weather limited the day-long meetings to October 1, 2008 and January 10, 2009. They were held in the library at the Chancery in Worcester. At the meeting, the VACs share information about their work and best practices, and offer support for one another. Guest speakers during this audit period included Teresa Kettelkamp and Mary Jane Dorr from the USCCB's Office of Child and Youth Protection.

2. Bishop McManus, along with the Office of Communications/TV Ministry, the Office of Healing and Prevention, and the Office of Religious Education, produced a DVD presentation and resource program for parent education in the parishes. DVDs and order forms for materials were sent to each parish and training programs were provided to all Parish Religious Education directors to incorporate parent training into all parent orientations and other gathering opportunities.

3. Healing Services were held in two locations in the diocese. On April 19 it was held in Worcester at St. John's Church (downtown) with the assistance and participation of a family member of a victim. On June 14 Bishop McManus led the service held at St. Patrick's Church in Whitinsville in coordination with the pastor who is a member of the Diocesan Review Committee, the same family member of a victim, and other diocesan resources. The events were publicized in advance through the diocesan resources, including advance notices for parish bulletins, as well as other contacts available through the Victims Assistance Coordinator. Future events being planned for the fall of 2009 at the Cathedral of St. Paul with Bishop McManus welcoming victims of abuse who are willing to attend.

Diocese of Yakima, Washington

The Diocese published safe environment articles, in English and Spanish, in three consecutive issues of the diocesan newsmagazine between September and December of 2008, reaching an audience of over 21,500 households, to encourage better understanding and commitment to safe environments in our Diocese.

The Diocese invited Teresa Kettelkamp to give a presentation to the priests and other church leaders in May of 2009, to seek to inspire our priests and renew our commitment to providing safe environments.

Diocese of Youngstown, Ohio

(1) We produced a new video as one part of the "Treasured Gifts from God" safe environment kit. The bishop appears in the video with children; and speaks to employees and volunteers. Staff members responsible for areas of Charter implementation provide explanations and descriptions of compliance. Training sessions have been held to teach facilitators how to use the kit. The new video was well received by the facilitators.

(2) When a victim came forward to accuse a priest of past abuse, letters were sent to all the parishes where he served telling parishioners that the priest has been removed and asking anyone who was abused to come forward. Letters were also sent to alumni who were at the high school during the years when the priest was on the faculty. This produced two additional victims, and others who responded to say they did not know of anyone who was abused by him. The bishop held a press conference to explain the situation and ask anyone who was abused to come forward.

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