

SEXUAL MISCONDUCT POLICY/CODE OF PASTORAL CONDUCT

The "Charter for Protection of Children and Young People" has been established to:

1. Provide a safe and secure environment for all children, youth, vulnerable adults and elderly in the faith communities within our diocese;
2. Provide a system to respond to anyone who has been a victim of sexual misconduct, their families, as well as the accused;
3. Assist the diocese in evaluating a person's suitability to minister or work with children, youth, vulnerable adults or the elderly;
4. Satisfy the concerns of parents and staff members with a screening process;
5. Provide for the well-being of communities and the integrity of the Church; and
6. Reduce the possibility of false accusations against clergy, employees and volunteers:

The policy in its entirety is available for you to read and review by accessing it on the Duluth Diocesan Website, or by requesting a paper copy from the Assumption School. However, in the interest of saving time and paper, an abbreviated explanation of the six points of the policy are listed below:

1. Provide a safe and secure environment for all children, youth and vulnerable adults in our faith communities.

The diocese regards sexual crimes against all persons as sinful and a grave violation of the justice and respect that must govern human relationships. This policy reaffirms the commitment of the diocese to provide safety and protection for all people in our church ministries and institutions. All those who represent the church, whether they are paid personnel or volunteers, are expected to undergo a criminal background check. Any priest, deacon, employee or volunteer who has committed an act of sexual abuse of a minor will not continue in active ministry, may not be transferred for ministerial assignment to another church, parish or diocese, and will be subject to prosecution to the full extent of civil law.

2. Provide a system to respond to anyone who has been a victim of sexual misconduct, as well as the accused.

There is nothing more precious or fragile for us than our children and young people. The scandal of sexual abuse of minors by clergy and others has caused terrible injury and harm to children, families, and victims/survivors. Anyone wishing to bring forward a complaint is encouraged to contact an advocate provided by the diocese, who will assist those who have been victims of sexual misconduct to take whatever steps the victim/survivor feels are appropriate to resolve the issue. Advocates will have as their first duty the protection and rights of the victim. A list of advocates can be obtained by contacting the Duluth Diocese.

3. Assist the diocese in evaluating a person's suitability to minister or work with children/vulnerable adults.

A diocesan review board has been established to function as a consultative body to the Bishop on matters concerning allegations of sexual abuse of minors, and the suitability for ministry of church personnel. The review board is to be comprised of at least five persons: one member should be a diocesan priest; one have particular expertise in the treatment of sexual abuse of minors; one should be an adult victim/survivor not currently involved in civil/criminal litigation. The majority of the review board members will be lay persons that are not in the employ of the diocese. The Review Board will also ensure that the approved policy for sexual misconduct and the outlined procedures for identifying, reporting and responding to misconduct allegations is enacted and implemented within the Diocese of Duluth.

**ACKNOWLEDGMENT OF RECEIPT OF THE
DIOCESE OF DULUTH
SEXUAL MISCONDUCT POLICY AND CODE OF PASTORAL CONDUCT
AND AUTHORIZATION FOR BACKGROUND CHECK**

Please answer the following questions truthfully:

1. Have you ever been accused of sexual abuse, sexual exploitation, sexual harassment, or physical abuse? _____

Were the allegations investigated? _____ Were the allegations substantiated? _____

2. Have you ever terminated your employment or had your employment terminated for reasons relating to allegations or civil/criminal complaints of sexual abuse, sexual exploitation, sexual harassment, or physical abuse against you? _____

3. Have you ever received any medical or psychological treatment, including counseling, involving sexual abuse, sexual exploitation, sexual harassment, or physical abuse of other persons? _____

You are obligated to report any changes in your responses to the above questions to the Vicar General. If you have answered "Yes" to any of the above questions, you will be contacted by the Vicar General.

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The undersigned acknowledges receipt of the *Sexual Misconduct Policy and Code of Pastoral Conduct* of the Diocese of Duluth, revised May 2003. I read the policy, and I understand my rights and obligations pursuant to the policy. I agree to abide by the terms of the policy. I understand that if I have any questions regarding the policy, now or in the future, I should direct my questions to my supervisor. I understand I am subject to a thorough background check including criminal history. I authorize release of background check information to the Diocese of Duluth for my work as a volunteer/employee.

Last Name of Applicant (please print): _____

First Name (please print): _____ **Middle Name** (full) (please print): _____

Maiden, Alias or Former (please print): _____

Date of Birth: _____ **Sex:** _____

Social Security Number: _____

Parish/School/Institution **City** **Parish School Institution**
(Please check all that applies)

Church Ministry Position: _____

Volunteer/Employee's Signature **Date Signed**

Home Address: _____
Street Number City State Zip Code

Phone Number: _____