



ARCHDIOCESE OF SEATTLE
OFFICE OF HUMAN RESOURCES

POLICY FOR PREVENTION OF SEXUAL ABUSE
AND RESPONSE TO ALLEGATIONS OF SEXUAL ABUSE OF MINORS

PROMULGATED OFFICIAL 2004.5

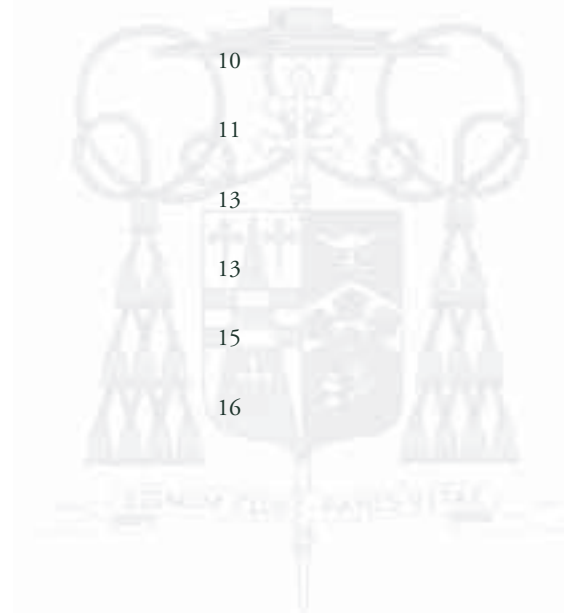




ARCHDIOCESE OF SEATTLE
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PREVENTION OF SEXUAL ABUSE
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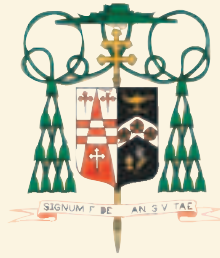


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October 22, 2004

Dear Friends in Christ:

Policies and procedures have been in place for close to fifteen years in the Archdiocese of Seattle to respond to the problem of sexual abuse by clergy, religious, lay employees and volunteers who work and minister in our parishes, schools and chancery offices. These pastoral policies and procedures are designed to assure the safety of the community and a compassionate response to allegations of sexual abuse that offers opportunities for healing and reconciliation.

In the late 1980s, a broad-based group of individuals from the fields of counseling, law, pastoral care and research was formed to assist in developing Archdiocesan policies on the prevention of sexual abuse and the response to allegations of sexual abuse by clergy, religious, lay employees and volunteers. I am grateful for the groundbreaking work of that initial group and also grateful for the expertise and dedication of the members of the current Policy Review Board, who assisted me in the update and revision of our policy.

The Policy for Prevention of Sexual Abuse and Response to Allegations of Sexual Abuse of Minors replaces the *Professional Ethics Policy on Sexual Abuse* that was promulgated January 1, 1995. The revisions reflect our pastoral experience, the requirements of the November 2002 Charter for the Protection of Children and Young People, the Essential Norms, and the reflections of the Policy Review Board. In accordance with this policy, within sixty days of promulgation of this policy, all clergy, religious, lay employees and volunteers with regular, unsupervised contact with children or vulnerable adults are required to read the policy and to sign an agreement to follow its provisions.

Sexual abuse of children and vulnerable adults is a tragedy that affects our society as a whole. I pledge my continued efforts to help stop the cycle of abuse and to assist in bringing reconciliation and healing wherever possible. I would like to take this opportunity to thank the many dedicated and committed priests, deacons, religious, lay employees and volunteers who serve so generously in our parishes and schools to extend God's loving compassion. May we join together to proclaim the Good News of God's saving love for all humankind.

With prayerful best wishes, I remain

Sincerely yours in Christ,

Most Rev. Alex J. Brunett
Archbishop of Seattle



GENERAL STATEMENT OF GUIDELINES

The Archdiocese of Seattle deeply cherishes the bond of sacred trust between its people and the clergy and lay ministers of the Church. As a faith community, we acknowledge the inherent worth and dignity of every person, especially our children, youth, young adults and those who are weak or vulnerable in any way.

Pastoral care, compassion, healing and reconciliation are the special hallmarks of the Catholic community. When anyone has been injured or the bond of sacred trust has been violated by those in positions of responsibility, the Archdiocese of Seattle is committed to address these matters in a sensitive, open and straightforward manner. These important values will always guide our response as we address the tragedy of sexual abuse of minors or misconduct by clergy, employees or volunteers. This policy for prevention of sexual abuse and response to allegations of sexual abuse of minors applies to clergy, employees and volunteers ministering and/or working for the Corporation of the Catholic Archbishop of Seattle.

For many years, the Archdiocese of Seattle has collaborated closely with valuable community resource persons from the fields of counseling, law, pastoral care and research. We need to be especially vigilant to ensure that administration of these policies and protocols are carried out in an open, straightforward and evenhanded manner. Sound pastoral policies are built upon the foundation of pastoral care of victims; professional evaluation, due process and accountability for the accused; full cooperation with civil authorities; and prevention, education, screening and formation for the community.

We have endeavored to accommodate faithfully the United States Bishops' *Charter for the Protection of Children and Young People and the Essential Norms* which became the approved canon law for the Church in the United States in 2003. In the final analysis, these values help us to build upon our commitment to create a safe, healthy, balanced environment for our children and for all those who participate, volunteer and worship in the life and ministry of the Catholic Church.

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I. PREVENTION, EDUCATION AND REPORTING

A. EDUCATING CLERGY, EMPLOYEES AND VOLUNTEERS

1. Elements of the Training Program:

All priests and permanent deacons with faculties for ministry in the Archdiocese of Seattle, seminarians, employees and volunteers whose established volunteer work includes regular ongoing unsupervised contact with children will attend training sessions that include the following subjects:

- Appropriate boundaries in ministry;
- Nature of the problem of sexual abuse of minors;
- Policies and procedures for prevention of sexual abuse of minors by clergy, employees or volunteers;
- Policies and procedures for prevention of sexual abuse of minors on any Church-owned property or at Church-sponsored events and activities;
- Policies and procedures for reporting allegations of sexual abuse of minors;
- Types of disclosures and how to respond appropriately;
- Policies and procedures for responding to allegations of sexual abuse of minors.

2. Responsibility for conducting training:

- The pastor or his delegate or the leader appointed by the Archbishop is responsible to assure that his employees and volunteers participate in the appropriate training;
- For priests, permanent deacons, seminarians and employees: the training will be conducted by the Human Resources Office of the Archdiocese of Seattle;
- For volunteers: the training may be conducted by a local parish trainer who has been trained and certified by the Human Resources Office of the Archdiocese of Seattle or by distribution of designated written material from the Human Resources Office.

3. Deadline for completing training:

- For priests and permanent deacons: prior to receiving first archdiocesan assignment;
- For seminarians: prior to parish placement;
- For employees: within 60 days of beginning employment;
- For volunteers: within 60 days of beginning volunteer duties that entail regular ongoing unsupervised contact with children.

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4. Availability of training:

Training shall be available at both the local and archdiocesan level. Clergy, new employees and volunteers may complete the training requirements in the following ways:

- Attend a regularly scheduled training session conducted by trained parish staff (for volunteers) or archdiocesan officials (all others);
- Complete training through online, web-based training courses;
- Arrange for individual training through the parish (for volunteers) or archdiocese (for all others);
- Receipt and review of training brochure distributed to volunteer which is acknowledged in writing by volunteer to have been read at or before the time of service.

B. EDUCATING PARENTS, OTHER ADULTS AND CHILDREN

It is critical that we raise awareness among all adults about the nature and scope of the problem of sexual abuse of minors and educate them about the signs and symptoms and what to do when they suspect abuse. Each parish or local venue shall provide an opportunity for parents, other adults and children to attend onsite, instructor-led training and to access web-based training courses. The material provided shall include, but is not limited to, the following subjects:

- Appropriate boundaries in ministry;
- Nature of the problem of sexual abuse of minors;
- Policies and procedures for prevention of sexual abuse of minors by clergy, employees and volunteers;
- Policies and procedures for reporting allegations of sexual abuse of minors;
- Types of disclosures by children and how to respond;
- Policies and procedures for responding to allegations of sexual abuse of minors.

II. SCREENING AND SELECTION: CLERGY, EMPLOYEES AND VOLUNTEERS

A. All applicants to the priesthood and/or permanent diaconate are required to participate in psychological screening and background checks to assess their fitness for the ministry and their fitness to work with minors.

B. All priests and permanent deacons seeking incardination in the Archdiocese of Seattle must demonstrate their fitness to work with minors by following

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established archdiocesan policies and procedures prior to engaging in ministry in the Archdiocese of Seattle, including successful completion of a criminal background check.

C. Clergy requesting faculties to minister in the Archdiocese of Seattle must demonstrate their fitness to work with minors. Each individual will be required to successfully complete a criminal background check initiated by the Archdiocese of Seattle. Superiors of religious congregations proposing names of individuals for ministry or residency in the Archdiocese of Seattle are required to disclose in writing if there is anything in the person's history or behavior that would make him or her unsuitable for work with minors, including prior allegations of sexual abuse of a minor or misconduct.

D. Extern priests or deacons are required to follow established archdiocesan policies and procedures prior to engaging in ministry in the Archdiocese of Seattle.

E. All employees shall be screened for their fitness to work with minors. Applicants who refuse to grant permission for the background check and other screening will not be considered for any staff position in the Archdiocese. The basic screening program for all employees shall include:

- A completed employment application;
- A statement concerning felony convictions or release from incarceration within the previous 10 years;
- A statement disclosing whether the applicant has ever been accused, arrested, charged, convicted or subjected to administrative employment acts taken as a result of any allegation of child abuse or neglect;
- Confirmation of educational status/history;
- Confirmation of employment history with previous employers;
- A personal interview with the applicant;
- Reference checks;
- A criminal background check.

No individual with a conviction for sexual abuse of a minor or violence will be employed by the Archdiocese of Seattle. The Archdiocese of Seattle will immediately place on administrative leave any employee if it discovers evidence of previous sexual abuse of a minor by the employee. If an investigation concludes that the employee engaged in any form of sexual abuse of a minor, the employee will be terminated.

F. All volunteers who have regular ongoing unsupervised contact with children or vulnerable adults in the course of their volunteer work will be screened for

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their fitness to work with minors. The basic screening program for these volunteers shall include a criminal background check. Volunteers who refuse to grant permission for the background check and other screening will not be allowed to participate in volunteer activities. No individual with a known conviction for sexual abuse of a minor or violence will be allowed to engage in volunteer activities.

G. The Archdiocese of Seattle will adopt a Code of Conduct (Code) for clergy, employees and volunteers. The Code will establish guidelines for appropriate interactions between Church personnel and those they serve, and will establish disciplinary consequences for violations of the Code.

III. CIVIL AND CANONICAL RESPONSIBILITIES (REPORTING AND INVESTIGATING)

A. Washington State law mandates that certain persons report reasonably suspected incidents of child abuse or neglect to civil authorities. All clergy, employees and volunteers, even those not mandated by state law, are required to report their knowledge or belief that a child is the victim of abuse to the Child Protective Services or law enforcement authorities and their appropriate Church official or supervisor. Clergy, employees and volunteers shall report reasonably suspected abuse or neglect if he or she:

- Has actual knowledge that a child is the victim of abuse or neglect; or
- Has reasonable cause to believe that a child has been sexually abused.

The only exception to this policy is disclosures made to a priest in the sacrament of reconciliation. However, any priest who hears the confession of someone who confesses to abusing children or someone who is the victim of abuse shall urge the penitent to report the abuse to the proper civil and Church authorities.

“Reasonable cause” means a situation that would motivate a person of ordinary intelligence under the circumstances to believe, based on observations or conversations that a child has been or is being abused.

B. The 1983 Code of Canon Law governs the relationship between the Church and both clergy and those holding ecclesiastical office. The Archdiocese of Seattle follows canon law when making decisions about the accused’s ministry and during all investigations of allegations against clergy and those holding ecclesiastical office.

C. The Archdiocese of Seattle will adhere strictly to all procedures adopted by the Congregation for the Doctrine of the Faith for reporting allegations and complaints of sexual abuse of a minor by clergy.

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D. Upon receipt of a complaint of sexual abuse of a minor allegedly committed by a clergy member, an employee or a volunteer, the Archdiocese of Seattle will implement the policies and procedures regarding the matter contained in this document and any subsequent policies and procedures and will also refer the matter to law enforcement authorities or Child Protective Services regardless of the date of the event(s) being reported. The Archdiocese of Seattle will conduct an internal investigation in accordance with the norms of canon law. If the law enforcement authorities or Child Protective Services investigate, the Archdiocese of Seattle will work with them to coordinate their investigative activities in accordance with civil law and procedures.

E. The Archdiocese of Seattle shall retain all records and other materials related to any matter that may be believed to be relevant according to the standard legal and canonical procedures in place. The records shall contain claims, intakes, investigational reports and records of services provided to those harmed by sexual abuse. Files maintained on the case are confidential and may contain both privileged and non-privileged information. "Privileged" documents include records protected from disclosure by state or federal statute or law including but not limited to medical records and records pertaining to citizenship status. Access to privileged documents is the prerogative of the Archbishop who may, at his discretion, allow access to the Moderator of the Curia, the Chancellor, archdiocesan counsel, other necessary archdiocesan personnel, and those authorized through appropriate and uncontested court order. Documents shall include:

- The intake form;
- The complainant's detailed description of the allegations;
- The investigative report, including the accompanying witness affidavits and documentation.

IV. ADMINISTRATIVE GUIDELINES FOR DEALING WITH A COMPLAINT

A. The Archdiocese of Seattle's response to complaints and allegations is multifaceted and includes:

- Pastoral care for the alleged victim;
- The well-being of the community;
- A thorough, fair and objective investigation;
- Assessment and treatment of the alleged offender;
- Notification to and cooperation with civil authorities.

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All persons involved shall be treated in a manner consistent with the Gospel values of dignity, compassion, understanding and justice and in accord with the norms of both civil and canon law.

B. Separate procedures shall be established for handling:

- Allegations of current, ongoing sexual abuse of minors;
- Allegations of past sexual abuse of minors;
- Allegations of past sexual abuse of minors with concerns about present risks;
- Allegations of sexual abuse of minors in another diocese, a religious community/institute, or a Church-related organization;
- Unsubstantiated or unverifiable allegations;
- Allegations against a member of a religious community/institute that is providing services in the Archdiocese of Seattle.

C. The Archdiocese of Seattle shall maintain a list of available resources for victims, faith communities, and those accused of abuse. Those resources may include pastoral counseling and psychological counseling.

D. The Archdiocese of Seattle shall maintain records of all complaints regarding sexual abuse of minors by clergy, employees or volunteers, including anonymous complaints, in accordance with the standard legal and canonical procedures in place. Anonymous complaints will be evaluated on a case by case basis.

E. The Archdiocese of Seattle shall maintain a Policy Review Board and a Case Review Board, comprised primarily of lay people, to examine and make recommendations to the Archbishop regarding:

- Reports of sexual abuse of minors (Case Review Board);
- Actions taken in response to reports (Case Review Board);
- The effectiveness of existing policies (Policy Review Board);
- Revisions to policies and procedures (Policy Review Board);
- Monitoring aftercare and oversight for offending clergy (Policy Review Board and Case Review Board).

The composition and responsibilities of the Policy Review Board and Case Review Board are located in the Archdiocesan Review Board Protocols.

F. Actions taken by the Archdiocese of Seattle when an allegation is made are an expression of pastoral care and do not constitute a judgment concerning the validity of the complaint or the veracity of the complainant. Actions are intended to indicate the serious nature of such cases and to respect the rights of all concerned.

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G. Any person may secure legal representation to pursue claims. However, it is not necessary to retain an attorney or file a lawsuit to resolve a complaint with the Archdiocese of Seattle.

H. Retaliation or discrimination against a person who complains or who reports sexual abuse of a minor is strictly prohibited.

I. Individual circumstances may prescribe a course of action at variance with these guidelines. Actions that are inconsistent with these guidelines will be documented and will include a statement setting forth the circumstances requiring the variance and the actions taken in place of those prescribed in these guidelines.

These policies are administrative, not penal, in nature and take into account the rights and duties imposed by civil and canon law. These guidelines are not intended to create any rights in any person, to obligate the Archdiocese of Seattle to take action, or to establish any responsibility of the Archdiocese of Seattle.

V. SERVICES TO VICTIMS

A. The Archdiocese of Seattle offers pastoral, therapeutic psychological and spiritual support to victims, persons who file complaints of victimization, their families and the faith community. This assistance is an extension of the Church's pastoral care and does not constitute a judgment as to the veracity of the allegation or the legal responsibility of any party.

B. The Archdiocese of Seattle designates a competent Pastoral Outreach Coordinator to organize and direct outreach to victims and the delivery of victim assistance and support services to persons who claim to have been sexually abused by priests or deacons of the Archdiocese of Seattle when they were minors.

C. The Archdiocese of Seattle will:

- Respect all persons bringing a complaint;
- Offer victims and persons who file complaints of victimization resources to obtain counseling support;
- Offer the victims, and persons who file complaints of victimization and their families resources for spiritual direction;
- Bring concerns to the proper Church officials outside the Archdiocese of Seattle when appropriate (e.g. another diocese, religious order, etc.);
- Provide printed material that outlines the services available, procedures for making a complaint and civil report requirements;
- Make periodic public announcements about the services available and the procedures for making a complaint;

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- Make any necessary public announcements to assure disclosure of sexual abuse of minors to protect children from any future breach of trust.

D. Out of pastoral concern and care for those he serves, in each case of allegation of sexual abuse of a minor by clergy, the Archbishop will extend an offer to meet with the victim.

E. The Archdiocese of Seattle will not bind any complainants to a condition of confidentiality or non-disclosure of the complaint or the resolution of the complaint except at the specific request of the complainant for substantial reasons. The text of the agreement shall contain the reasons for the confidentiality agreement.

F. Consideration, compassion and sensitivity will be offered to families as well as to victims in the healing process.

G. Parishes and religious communities/institutes are affected by cases of sexual abuse of a minor by clergy or other Church personnel. These faith communities, organizations and institutions undergo a process of grieving when they learn about accusations of sexual abuse of a minor by a trusted and respected leader. The Archdiocese of Seattle is guided by the following principles in its response to affected communities:

- Provide accurate information regarding the facts of the allegations and investigations as a critical element in the healing process;
- Limit communication out of concern for privacy of the victim and the victim's family and to protect the rights of the accused, particularly when criminal charges are pending or a lawsuit has been initiated;
- Act as an agent for multidisciplinary expertise elicited from experts;
- An official representative of the Archdiocese of Seattle and/or particular religious community/institute or organization will meet with the community.

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VI. THE ACCUSED

A. When an allegation of sexual abuse of a minor is made against a member of the clergy, employee or volunteer, the Archdiocese of Seattle will conduct an internal investigation in accordance with these archdiocesan policies and the norms of canon law. The Archdiocese of Seattle will cooperate with the civil authorities involved in an investigation. During the investigation, the Archdiocese of Seattle will take appropriate steps to protect the community. The Archdiocese of Seattle will also take appropriate steps to protect the reputation of the accused whose



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guilt has not been admitted or clearly established. No bishop or priest involved in the investigation may hear the sacramental confession of the accused.

B. When, in the opinion of the Archbishop, there is sufficient evidence that sexual abuse of a minor by clergy may have occurred, the Archbishop will take appropriate measures to remove the accused from ministry and place the accused on “administrative leave.”

C. When, in the opinion of the Archbishop, there is sufficient evidence that sexual abuse of a minor by employees or volunteers may have occurred, the Archbishop or his delegate will take appropriate measures to remove the accused from ministry and/or employment and place the accused on administrative leave.

D. “Administrative leave” for clergy will be planned and imposed consistent with the provisions of canon 1722. The length of time for leave will be dependent upon the investigation.

E. Administrative leave for employees will be planned and imposed consistent with the provisions of the personnel policies in place for the Archdiocese of Seattle. Administrative leave for volunteers will be planned and imposed on a case by case basis, assuring care for the victim, the safety of the community and protecting the rights of the accused.

F. The Vicar for Clergy will be available to support and assist any priest on “administrative leave.”

G. Accused clergy will be advised to retain civil and canonical counsel. When necessary, the Archdiocese of Seattle may provide canonical counsel to the accused.

H. The Archdiocese of Seattle may provide a psychological assessment for clergy, employees or volunteers accused of sexual abuse.

- The Archbishop may refer accused clergy for assessment, evaluation and/or treatment. If the accused clergy chooses not to cooperate, he shall state his intention to the Archbishop. The Archbishop shall then make decisions regarding the accused’s future ministry and ministerial status according to the norms of canon law.
- Employees and volunteers may be required to participate in psychological assessment, evaluation and/or treatment as a condition of further employment or volunteer activities.

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I. The Archdiocese of Seattle may provide psychological and pastoral support for clergy, employees or volunteers accused of sexual abuse of a minor on a case by case basis.

J. The Archdiocese of Seattle recognizes that if a permanent deacon is accused of sexual misconduct, his spouse will face enormous strain. The Archdiocese is committed to the spiritual and therapeutic support of the deacon's spouse.

K. If allegations of sexual abuse of a minor are admitted or established after appropriate investigation, the Archdiocese of Seattle may seek restitution from the offender for services provided to persons harmed by sexual abuse by clergy, employees or volunteers of the Archdiocese. The offender will be held responsible for the costs of therapy and for all other expenses incurred by the Archdiocese of Seattle, including but not limited to attorney fees, court costs and judgments.

L. If allegations of sexual abuse of a minor are admitted or established after appropriate investigation, following the disposition of the case after the Archbishop implements the decision of the Holy See, the name of the offender will be forwarded to the United States Conference of Catholic Bishops.

VII. LEGAL REPRESENTATION

A. The cost of legal defense shall be borne by the accused. The Archdiocese of Seattle shall reimburse incardinated clergy for reasonable legal fees if the allegations are not admitted or established after appropriate investigation and there is a determination that the accused complied with applicable policies of ministerial conduct.

B. The Archdiocese of Seattle has a right to take action against guilty parties to recover judgments and/or legal expenses it incurs as a result of sexual abuse of a minor by clergy, employees or volunteers.

VIII. REASSIGNMENT OF CLERGY

When even a single act of sexual abuse of a minor by a priest or deacon is admitted or is established after an appropriate process in accord with canon law or civil law, the offending priest or deacon will be removed permanently from ecclesiastical ministry, not excluding dismissal from the clerical state, if the case so warrants (c. 1395 §2). No priest or deacon who has engaged in admitted or in established sexual activities with a minor shall be allowed to return to any ministry.

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A. The Case Review Board shall assist the Archbishop in his assessment of allegations of sexual abuse of minors and in his determination of suitability for ministry.

B. When allegations are unsubstantiated, or unverifiable, the Archbishop, in consultation with the Case Review Board, will consider the following factors in making decisions about ministry reassignment:

- The completed investigation report;
- The assessment of the Case Review Board;
- The outcome of proceedings in a civil or criminal court case;
- The judgment, recommendation and advice of professional therapists;
- The well-being of the faith community and all those ministered to by the Church;
- The concerns of complainants and their families;
- The ability of the Archdiocese of Seattle to assure the safety of the community or organization being served;
- The ability of the cleric to provide effective ministry in light of the circumstances;
- The best interests of the Church to avoid public scandal;
- The stewardship of the Archdiocese of Seattle's financial resources.

C. If the Case Review Board recommends that a priest or deacon return to ministry, it shall recommend whether ministry should be unrestricted or restricted and it may recommend supervision of the accused's personal life as well as supervised housing. If the Case Review Board recommends that a priest or deacon not be permitted to return to ministry, the Archbishop may pursue any or all actions which canon law permits and as directed by the Congregation for the Doctrine of the Faith. If it is recommended that the priest or deacon be transitioned out of ministry and he refuses, canonical procedures for removal from office may be initiated and followed.

D. A Delegate for Clergy may be designated by the Archbishop to provide pastoral support for the priest or deacon throughout the transition from ministry. In all instances, the action of the Archbishop will be carried out in accordance with the applicable provisions of canon law, including canon 1348.

E. No religious, non-incardinated priest or deacon known to have sexually abused a minor will be accepted for ministry in the Archdiocese of Seattle. Furthermore, before any religious or non-incardinated priest or deacon transfers to or takes up residence in the Archdiocese of Seattle for any purpose, the diocesan bishop

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shall forward an accurate description of the cleric's record to the ordinary in the Archdiocese of Seattle. The description shall include any information in the cleric's background indicating that he could be a danger to minors. This applies to all circumstances, including cleric offenders who take up residence in a community/institute to lead a life of prayer and penance.

F. The Archdiocese of Seattle will cooperate with the recommendation given to the Archbishop by the Congregation for the Doctrine of the Faith. In all instances the final decision rests with the Archbishop under the applicable provisions of canon law, including canon 1348.

IX. FALSE ACCUSATIONS

When allegations are determined by the Archbishop to be false, the Archdiocese of Seattle will work closely with the accused and the faith community to restore trust and re-establish the pastoral and ministerial relationships. Particular attention will be given to the concerns of the accused. The Archdiocese will provide a supportive environment and counseling or therapy to the accused to help mitigate the effects of the false accusation. The Archdiocese of Seattle will work with the falsely accused person to protect or, if necessary, restore his or her good name and reputation and create a workable plan for the future.

A. The Archdiocese of Seattle recognizes that false accusations can impede the accused's ability to be effective in ministry. However, no person falsely accused of sexual abuse of a minor should suffer any adverse consequences or have his or her future ministry opportunities compromised as a result of a false accusation. Therefore, when making decisions about the re-assignment of clergy who are the subject of allegations that the Archbishop has determined are false, he will consider the following factors:

- The completed investigation report;
- The recommendation of the Case Review Board;
- The spiritual, emotional and psychological well-being of the accused;
- The judgment, recommendation and advice of trained mental health professionals;
- The well-being of the faith community and of all those ministered to by the Archdiocese;
- The ability of the cleric to provide effective ministry in light of the circumstances;
- The best interests of the Archdiocese and its entire people.

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B. The Delegate for Clergy will be appointed by the Archbishop to serve as a link between a falsely accused priest or deacon returning to ministry and the Archdiocese of Seattle. The delegate shall provide pastoral support for the cleric to ensure that his ability to minister effectively in the wake of false accusations is restored to the fullest extent possible.

C. The Human Resources Supervisor responsible for staff or volunteers who are falsely accused of sexual abuse of a minor shall provide continuing support to the individual as he or she returns to work or volunteer services. The Archdiocese of Seattle will provide mental health services to assist falsely accused individuals to overcome the consequences of the accusations and that his or her ability to work effectively in the wake of false accusations is restored to the fullest extent possible.

X. CONCLUSION

The Archdiocese of Seattle is committed to the ongoing evaluation and updating of these policies and procedures by professional community experts as well as archdiocesan leaders. As a result, these policies will be reviewed, at least every three years, by the Policy Review Board. The review will assure that the archdiocesan policies and practices help to enforce the underlying values regarding prevention of sexual abuse. These values are:

- Assuring the safety of the communities served, particularly children and vulnerable adults;
- Extending the pastoral care of the Church and providing professional resources to assist those who have been victimized;
- Intervention with the accused;
- Due process for all parties; and
- Full cooperation with civil authorities.

These policies reflect Catholic social and moral teaching that upholds the inherent dignity and value of each person as created in the image of God. They also take into account the frailty of the human condition. Most importantly, these policies reflect the Archdiocese of Seattle's ongoing commitment to extend pastoral care to victims of abuse and to reflect God's loving compassion to each person.

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