**To Promote:**

**Article 1:** “Dioceses are to reach out to victims/survivors and their families and demonstrate a sincere commitment to their spiritual and emotional well-being. The first obligation of the Church with regard to the victims is for healing and reconciliation.” Pastoral outreach to victims, families, and communities who have experienced abuse is paramount. (counseling, spiritual assistance, support groups, etc)

**Article 2:** Policies and procedures for quick response to allegations of sexual abuse will be established and available in writing and subject to an annual public announcement. (in principle languages of liturgy).

Review Boards, of which most members are comprised of lay, will be formed as a consultative body to the bishop in matters of determining suitability of ministry by those accused of abuse within the church. It is to regularly review policies and procedures for dealing with sexual abuse of minors.

**Article 3:** Dioceses are not to enter settlements which bind confidentiality unless requested by the victim and noted in the text of the agreement.

**To Promote:**

**Essential Norm 3:** Each diocese will designate a competent person to coordinate assistance/pastoral care for those who make claims of sexual abuse as a minor from a priest or deacon.

**Norm 2:** Written policy on the sexual abuse of minors by priests, deacons, and other church personnel will fully comply with requirements of canon law. Policies are to be filed with the USCCB.

**Norm 4:** Functions of the board are to advise the bishop in his assessment of allegations of sexual abuse, of reviewing policies for dealing with sexual abuse and offering advice on all aspects of these cases.

**Norm 5:** The board will consist of at least 5 members of laity, in good standing with the church, at least one member will have an expertise in the treatment of the sexual abuse of minors. One member is to be a respected and experienced pastor of the diocese. Members will be appointed for a term of 5 years.

**How do we comply?**

Cynthia Klepaski is our victim assistance coordinator. Annually a healing mass for victims of abuse is held at Sacred Heart Cathedral.

**Abuse Policy: Response to a Sexual Abuse Report**

1) Call Civil authorities
2) Call Bishop’s office
3) Set up meeting with V.A.C. – services will be offered
4) Internal investigation by diocese
5) Review board advises

“This policy statement will be distributed to all diocesan employees. It will also be available to all interested parties on the diocesan website and from the Safe Environment Coordinator. Copies shall be available at all churches in the diocese.”

**Review Board By-laws:**

This policy states with detail, how the Fairbanks board aligns with these expectations.
To Guarantee:

**Article 4:** Public authorities are to be notified when sexual abuse of a minor is reported, even if the accuser is no longer a minor. (barring information acquired in the confessional). The diocese will work in cooperation with civil authorities.

**Article 5:** Diocesan policy will state that any member of the clergy who has committed sexual abuse of a minor, will be permanently removed from ministry and dismissed from the clerical state. Therapeutic, professional assistance will be offered.

The bishop will exercise his power of governance to ensure that any priest or deacon who has committed an act of sexual abuse against a minor will not continue in ministry.

Priests and deacons will be presumed innocent during investigation to protect his reputation. If the allegation is not substantiated, every effort will be made to restore his good name.

**Article 6:** There will be clear and well publicized standards of ministerial behavior and boundaries.

**Article 7:** Dioceses are to be open and transparent in communicating with the public about sexual abuse of minors by clergy within the confines of respect of privacy of the reputation and individuals involved.

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To Guarantee:

**Essential Norm 11:** The diocese will comply with civil law on the reporting of sexual abuse of a minor and will cooperate with their investigation.

**Norm 8:** An offending priest or deacon will be removed permanently from ecclesiastical ministry, not including dismissal from the clerical state when it is warranted. Canon law will be observed.

**Norm 7:** The alleged offender may be requested to seek medical or psychological evaluation.

**Norm 9:** The bishop has the executive power of governance within the parameters of the universal law of the Church and will ensure the offending priest or deacon will not continue in ministry.

**Norm 6:** During investigation the accused will be presumed innocent and appropriate steps will be taken to safeguard his reputation. The accused will be encouraged to retain counsel. If sufficient evidence is provided, the Congregation of the Doctrine of the Faith will be notified.

**Norm 13:** When an accusation is unfounded, every step possible will be made to restore the good name of the person accused.

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How do we comply?

**Abuse policy states:** “The first response must always be immediate and direct reporting to the proper civil authorities... The Diocese will cooperate fully with civil authorities in their investigation” “A priest is absolutely prohibited from revealing, in words or in any manner for any reason, information acquired from a sacramental confession.”

**Abuse Policy States:** “The Bishop shall proceed according to the norms of canon law. An offending priest or deacon will be permanently removed from ministry and if warranted, dismissal from the clerical state.”

“It lies within the prudential judgment of the Bishop or his delegate to require psychological evaluation and treatment of the person accused.”

“If the bishop decides that an accusation is probable, he shall transmit the matter to the Congregation for the Doctrine of the Faith.”

If presumed innocent, “Continued efforts will be made to maintain the good name of the accused and provide for his or her well-being. The accused will be supported and assisted by the Diocese in efforts to restore his or her good name.”

The **Code of Professional Conduct** was recently revised and distributed to all churches and can be found on the diocese’s and parish websites.
<table>
<thead>
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<th><strong>To Protect:</strong></th>
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<th><strong>How do we comply:</strong></th>
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<tr>
<td><strong>Article 12:</strong> Dioceses are to maintain “Safe Environment Programs, in accord with Catholic moral principles. Education and training are to be provided for all sectors of the church (priests, parents, children, employees, volunteers). Clear expectations of conduct with minors will be available.</td>
<td><strong>Article 13:</strong> The Bishop is to evaluate the background of all incardinated priests, deacons, employees and volunteers. Anyone ministering who is not incardinated with the diocese will provide a letter attesting suitability for ministry from their proper ordinary/major superior. Background checks are to be renewed according to local practice. All candidates for ordination will undergo adequate screening and evaluative techniques to assure fitness for candidacy.</td>
<td><strong>Abuse Policy States:</strong> “All church personnel are required to complete training dealing with the recognition of and reporting requirements for abuse every five years. All Diocesan employees, priest, deacons and religious will complete annual training on topics related to safe environment...The Diocese shall include in the curriculum of the schools it operates, (as well as the parishes) a component to teach children about safe touch, appropriate boundaries with adults, and other issues related to child physical and sexual abuse.”  <strong>Code of Conduct is posted on Diocesan and parish websites</strong></td>
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<td><strong>Article 14:</strong> Transfers of all priests and deacons who have committed an act of sexual abuse against a minor for residence, including retirement shall be in accord with Norm 12.</td>
<td><strong>Norm 12:</strong> No priest or deacon who has committed an act of sexual abuse against a minor may be transferred for ministerial assignment in another diocese. Before a transfer happens, confidential communication shall be forwarded to the bishop of the proposed place, any and all information concerning any act of sexual abuse of a minor.</td>
<td><strong>Abuse Policy States:</strong> “All Diocesan personnel as defined in this policy must successfully undergo a criminal background check through the Diocese. Further background checking (including fingerprinting) is conducted through the State of Alaska for various daycare and pre-kindergarten positions, teachers and administrators. Ordinarily, this screening will be initiated on or before the beginning date of conditional employment or volunteer service.”</td>
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