



THE ROMAN CATHOLIC
DIOCESE OF PHOENIX

**Policy and Procedures
for the Protection of Minors**

Revised July 2023



THE ROMAN CATHOLIC
DIOCESE OF PHOENIX

DECREE

In accord with canons 8 and 29 of the Code of Canon Law, I hereby promulgate the Policy and Procedures for the Protection of Minors. This document abrogates all previous versions of this policy.

This Policy and Procedures will take effect on July 1, 2023.

Given at the Diocesan Pastoral Center, Phoenix, Arizona, on this 27th Day of June in the year of Our Lord 2023.

Handwritten signature of John P. Dolan in blue ink.

+John P. Dolan
Bishop of Phoenix

Handwritten signature of Maria R. Chavira in blue ink.

Maria R. Chavira, Ph.D.
Chancellor/Vice Moderator of the Curia



ENCOUNTERING THE LIVING CHRIST

400 EAST MONROE STREET, PHOENIX, AZ 85004-2536 | 602-354-2000



THE ROMAN CATHOLIC
DIOCESE OF PHOENIX

July 1, 2023

Dear Brothers and Sisters in Christ,

Since the implementation of the "*Charter for the Protection of Children and Young People*" by the Bishops of the United States, the Church has made great strides in developing policy and procedures that assist in providing safe environments for our young people.

We, in the Diocese of Phoenix, are committed to the implementation of the Charter and the accompanying Essential Norms. Through the efforts of many, we have educated tens of thousands of Catholics through various programs for adults, teens and children. We continue ongoing training programs in providing safe environments for children and young people in all our parishes, schools and institutions. All safe environment training programs, for adults and minors, adhere to Catholic moral teaching. All clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees and volunteers are required to be trained in our Roman Catholic Diocese of Phoenix *Policy and Procedures for the Protection of Minors* in order to fully live out the Christian dignity of human relationships.

The Diocese of Phoenix has a long history of working to provide safe environments for children and young people. This current policy is a revision and enhancement of diocesan policy begun in 1990 by a committee composed largely of lay people and it is revised as needed. Our policy is scheduled for annual review in order to make it even more effective.

I have complete confidence in all the priests, deacons, consecrated men and women, lay ministers and volunteers to implement this policy. I am grateful to the numerous members of the laity who have assisted in developing and implementing our policies over the past years. In order to underline the seriousness of the policy, I declare that this *Policy and Procedures for the Protection of Minors* has the force of diocesan law and is binding on the whole Diocese of Phoenix.

Sincerely yours in Christ,
+ John P. Dolan
Bishop of Phoenix

ENCOUNTERING THE LIVING CHRIST

400 EAST MONROE STREET, PHOENIX, AZ 85004-2336 | 602-354-2000

The Diocese of Phoenix is committed to providing a safe environment where we value and honor every individual as created in the image and likeness of God. The role of the Safe Environment Training Office is to cultivate a culture of prevention and safety within the Diocese of Phoenix; to educate and inform about safety protocols and practices and be a resource to parishes and schools on safe environment issues.

Safe Environment Training Office

602-354-2208 or safeenvironment@dphx.org

<https://phoenix.cmconnect.org>

400 E. Monroe St.

Phoenix, AZ 85004

The Diocese of Phoenix encourages anyone who has been a victim of sexual, physical, or emotional abuse by any member of the clergy, a consecrated man or woman, any seminarian or deacon candidate, diocesan employee or any volunteer of the Roman Catholic Church to contact law enforcement and the Department of Child Safety.

In addition, the Diocese of Phoenix provides support services through its Office of Child and Youth Protection.

Office of Child and Youth Protection

602-354-2396 or ocyp@dphx.org

<https://dphx.org/youth-protection/>

400 E. Monroe St.

Phoenix, AZ 85004

REPORTING LINE: 877-850-0003 (English)/ 800-216-1288 (Spanish)

www.lighthouse-services.com/dphx

Please continue to pray for the end of all abuse and a greater respect for the dignity of the human person.

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The Roman Catholic Diocese of Phoenix

Policy and Procedures for the Protection of Minors

Policy

It is the policy of the Roman Catholic Diocese of Phoenix that any abuse of minors is not acceptable and will not be tolerated.

Procedures

Article 1. Policy Requirements

A. Application

This policy applies to all the following:

1. Priests and Deacons (Clergy):
 - a. Clergy incardinated in the Diocese of Phoenix.
 - b. Clergy who are members of religious institutes or other forms of consecrated life and who are assigned to pastoral work in the Diocese or who are otherwise engaged in the public exercise of divine worship, and other works of the apostolate.
 - c. Clergy from other jurisdictions who are assigned to pastoral work in this Diocese, whether or not seeking incardination within the Diocese.
 - d. Retired clergy who legitimately reside within the territory of the Diocese and are engaged in part-time or supply ministry.
 - e. Visiting clergy providing ministry in the Diocese of Phoenix.
2. Seminarians, Consecrated men and women and Deacon Candidates:
 - a. All seminarians enrolled in the seminary program of the Diocese of Phoenix.

- b. Members of institutes of consecrated life or societies of apostolic life who are working for the Diocese of Phoenix in the Diocesan Pastoral Center, parishes, Catholic schools, missions, Catholic Cemeteries, retreat centers, Newman Centers, or other diocesan locations.
 - c. Those who are accepted into the permanent diaconate formation program.
 - 3. The Lay Faithful:
 - a. All paid personnel whether employed in areas of ministry or other kinds of services by the Diocese of Phoenix in a diocesan location.
 - b. All volunteers. This includes any person who enters into or offers themselves unpaid service to the Diocese or a diocesan location. Parish registration may be required.
 - 4. Diocesan Locations: For the purpose of this policy the term "diocesan location" shall mean and include the Diocesan Pastoral Center, parishes, Catholic schools, missions, Catholic Cemeteries, retreat centers, Newman Centers, or other designated alternate locations.
 - 5. Vendors: For the purpose of this policy the term "vendor" shall mean anyone who provides goods or services to or otherwise conducts business with a diocesan location.
 - 6. Outside organizations: For the purpose of this policy the term "Outside Organization" shall mean ministries, support groups, community groups and other outside organizations that are not diocesan locations, but whose purposes and activities are consistent with the mission and teachings of the Catholic Church.
- B. Availability of *Policy and Procedures for the Protection of Minors*

The Diocese of Phoenix is committed to maintaining public and transparent standards of ministerial and appropriate boundaries for members of the clergy, consecrated men and women, diocesan personnel and volunteers, vendors and outside organizations. To communicate these standards, the *Policy and Procedures for the Protection of Minors* shall be made available as follows:

 - 1. Diocese of Phoenix website
 - 2. Safe Environment Training Office website
 - 3. In the office of each diocesan location

Availability of the *Policy and Procedures for the Protection of Minors* shall be communicated at least annually via parish/school communication (e.g., bulletin, newsletter, website, announcements, etc.).

Prevention & Education

Article 2. Value of a Safe Environment

The Diocese of Phoenix is dedicated to upholding a culture of safety and the protection of all of God’s children from abuse. No minor should ever be abused; these policies are intended to achieve this ideal.

Personal relationships are the foundation of ministry and evangelization within the Catholic Church. Defining healthy boundaries and policies to maintain safe environments are meant to assist all clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers within the Diocese of Phoenix to minister safely with consistent written standards to safeguard all minors, the well-being of the community, and the integrity of the Catholic Church.

In addition to promoting prevention and safety, it is the responsibility of the Safe Environment Training Office to coordinate abuse prevention programs for adults and children in accordance with the requirements set forth within the *Charter for the Protection of Children and Young People*.

Article 3. Safe Environment Requirements

All clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers serving within the Diocese of Phoenix shall:

1. Be aware of the signs of child abuse.
2. Follow all Diocese policies and procedures.
3. Take steps to prevent abuse and protect minors.
4. Abide by Arizona Statutes and written diocesan procedures if abuse is suspected or observed.

A. Training

The Safe Environment Training year is July 1st - June 30th.

1. The following individuals shall attend Safe Environment Training (“SET”) *annually*:
 - a.
 - i. All clergy

- ii. All deacon candidates and seminarians
- iii. All consecrated men and women
- iv. All diocesan employees

Those on the above list who directly serve minors shall complete their initial foundation SET prior to service. All others should complete their initial SET training within one month of beginning service within the Diocese.

Each year thereafter clergy, seminarians, consecrated men and women and diocesan employees are to complete their renewal SET by September 30.

- b. All volunteers serving in a position in the Diocese of Phoenix must be trained annually. Volunteers whose duties include contact with minors shall complete their initial foundation SET training prior to service. All others should complete their initial SET training within one month of beginning volunteer activities within the Diocese of Phoenix.

Each year thereafter, volunteers are to complete their renewal SET training by December 31st of that year.

- c. Minors enrolled in Catholic Schools and/or Diocesan Religious Education Programs are required to be trained in promoting healthy boundaries every year using a curriculum approved by the Safe Environment Training Office. Minors enrolled in Catholic Schools and/or Diocesan Religious Education Programs should complete their age-appropriate SET training by January 31st of each year. For a list of diocesan approved safe environment curriculum for minors, refer to the safe environment training website <https://phoenix.cmgconnect.org/>

- 2. Each diocesan location may establish an earlier deadline for volunteers serving at their location to complete SET; however, the diocesan requirement for completing renewal trainings is December 31st of that year.
- 3. Initial foundation training may be required to be retaken, as often as needed, at the discretion of the diocesan location.

B. Safe Environment Renewal Compliance:

- 1. Compliance with these policies, including completion of the annual safe environment renewal training, is a condition of continued employment. Failure to complete the annual safe environment renewal training will subject a diocesan employee to disciplinary action, up to and including termination of employment.

2. Annual renewal is a requirement to continue volunteering. Any person who does not complete the annual safe environment renewal training will be marked as non-compliant and will not be permitted to volunteer until the training is completed.
3. Any person who has not completed the annual SET renewal within a year after the December 31 deadline will be inactivated. Any person that has been inactivated and wishes to return to ministry will be required to complete the SET foundation training and complete a background check prior to resuming volunteer activities.

C. Visiting Priests, Deacons, and Consecrated Men and Women

1. Those who intend to serve in the Diocese for more than 6 weeks must comply with the Diocese of Phoenix Safe Environment Training requirements:
 - a. All priests must notify the Vicar of Priests' Office of the Diocese and must be in compliance with the Diocese of Phoenix Safe Environment Training requirements. This includes newly arrived extern or religious priests (whether assigned to a parish or diocesan institution or not), and all priests who have been granted provisional faculties or permanent faculties to serve in the Diocese.
 - b. All deacons must notify the Diaconate Office of the Diocese and must be in compliance with the Diocese of Phoenix Safe Environment Training requirements. This includes newly arrived extern or religious deacons (whether assigned to a parish or diocesan institution or not), and all deacons who have been granted provisional faculties or permanent faculties to serve in the Diocese.
2. Those who intend to serve in the Diocese for a limited time regarding a specific purpose (e.g., to celebrate Sacraments, or participate in a retreat/speaking engagement) must meet the following requirements:
 - a. Priests must notify the Vicar of Priests' Office of the Diocese and must provide verification that they are in compliance with the Safe Environment Training requirements of their own Diocese or Religious Community. In addition, if they intend to celebrate the Sacraments, they must obtain provisional faculties.
 - b. Deacons must notify the Diaconate Office of the Diocese and must provide verification that they are in compliance with the Safe Environment Training requirements of their own Diocese or Religious Community. In addition, if they intend to celebrate the Sacraments, they must obtain provisional faculties.

- c. Consecrated men and women must notify the Office of Consecrated Life of the Diocese and must provide verification that they are in compliance with the Safe Environment Training requirements of their own Diocese or Religious community.

D. Vendors

Anyone who provides goods or services to or otherwise conducts business with a diocesan location (referred to herein as a "vendor") must comply with the *Policy and Procedures for the Protection of Minors*. All vendors who come into contact or interact in any way with minors on the premises of a diocesan location or who conduct business or who provide services at any diocesan location weekly or at least 5 times a month, must complete a Vendor Safe Environment Compliance form annually prior to entering upon said property and prior to conducting business or providing services. The failure of a vendor to complete such form or to provide complete, accurate and updated information as applicable on that form, or the identification or discovery of any fact which, in the sole discretion of the diocesan location and the Diocese of Phoenix, poses an unreasonable risk to minors, shall constitute grounds for termination of any contract with such vendor, and may give rise to legal action against such vendor.

This policy applies to vendors who:

1. Come into contact or interact in any way with minors at a diocesan location;
- OR**
2. Are on the property of a diocesan location weekly or at least 5 times per month.

The Vendor Safe Environment Compliance Form must be completed, signed and dated by an authorized officer, director or agent of the vendor and must be returned to the diocesan location before the vendor can conduct business or provide services at a diocesan location on an annual basis.

In completing the Vendor Safe Environment Compliance Form annually, the authorized officer, director or agent of vendor must certify that:

1. No principal of vendor (including any officer, director, manager, member; or owner of more than 20% of any stock, partnership, membership or other ownership interest) is awaiting trial or has ever been convicted of or has ever admitted in open court or pursuant to a plea agreement to having committed any of the criminal offenses enumerated on the Vendor Safe Environment Compliance Form, either in Arizona or in any other state;
2. All of vendor's principals, employees, agents, contractors or subcontractors who come into contact or interact in any way with minors or who come on the property of a diocesan location weekly or at least 5 times per month have completed a fingerprint clearance check, and have furnished vendor with proof

of DPS fingerprint clearance or a front and back copy of FBI Fingerprint Clearance Card for the employee;

3. None of vendor's principals, employees, agents, contractors or subcontractors who come into contact or interact in any way with minors or who come on the property of a diocesan location weekly or at least 5 times per month are awaiting trial or have ever been convicted or have ever admitted in open court or pursuant to a plea agreement to having committed any of the criminal offenses enumerated on the Vendor Safe Environment Compliance Form, either in Arizona or in any other state; and
4. If any of vendor's principals, employees, agents, contractors or subcontractors have been adjudicated to be or is a registered sex offender, or are awaiting trial or have ever been convicted or have ever admitted in open court or pursuant to a plea agreement to having committed any of the criminal offenses enumerated on the Vendor Safe Environment Compliance Form, either in Arizona or in any other state, that said person will never come on to the property of a diocesan location or perform work on that property at any time.

Examples of vendors who must complete the Vendor Safe Environment Compliance Form annually prior to performing any work at a diocesan location include (but are not limited to):

- Vending machine company with employees who are regularly on property near minors to service/fill machines
- Caterers or food service companies who serve meals on property on a regular basis
- Contracted gardeners or landscape maintenance employees
- Contracted maintenance personnel (e.g., custodial, mechanical or security personnel who have access to the diocesan location daily or weekly)
- Contracted providers of after-school programs (including those paid directly by the parents)

Exceptions to this vendor policy:

- U.S. Postal Service Employees
- Parcel Delivery (FedEx, UPS, other local vendors)
- Contractors for repair calls which last four consecutive days or less (e.g., plumbing, heating/air conditioning, technology, etc.)
- Garbage/trash/recyclable collectors
- Delivery person for items such as: food, beverages, or supplies
- Vendors that come into contact or interact with minors on a diocesan property for four days per month or less **and** are directly supervised by diocesan personnel during entire visit (e.g., school photographers, health screening, events such as educational presentations, etc.)

E. Outside Organizations:

All outside organizations must comply with the *Policy and Procedures for the Protection of Minors*. Outside organizations may be permitted to use Church property from time to time in the discretion of the diocesan location. As part of the mission to provide a safe and secure environment, all outside organizations who come into contact or interact in any way with minors or who host events/meetings weekly or at least 5 times per month at a diocesan location must meet the following requirements:

1. All leaders (permanent/temporary/replacement), who will be on the premises during hosted events/meetings must be in compliance with volunteer SET requirements. This means that all leaders who will be on the premises must:
 - a. Complete annual SET
 - b. Complete the Outside Organization Compliance Form annually.
 - c. Sign the *Code of Ethics*
 - d. Submit to a face-to-face interview conducted by diocesan contact
 - e. Provide evidence of a satisfactory criminal background check meeting the requirements of Article 4.B.
2. Organization must submit to diocesan location office the name(s) and contact information of all leaders who will be on the premises during hosted events/meetings.

Article 4. Screening Clergy, Consecrated men or women, Seminarian, Deacon candidates, Diocesan employees, and Volunteers

The Roman Catholic Diocese of Phoenix is grateful to all who wish to participate in the Church ministry. However, service as clergy, consecrated man or woman, seminarian, deacon candidate, diocesan employee, or volunteer is a privilege with great responsibility, including the vital responsibility to make and maintain a safe environment for minors, and therefore only those who are eligible may perform such service. Those who are not eligible are still invited to participate in the Church's ministry through prayer.

In order to make and maintain a safe environment for minors, all clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers will be subject to appropriate screening to identify and evaluate factors that may pose an unreasonable risk to minors. The appropriate level of screening shall be based on the individual's level of responsibility for the care and supervision of children and young people.

A. Records/Applications:

All clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers shall create an account and complete the Safe Environment Application through CMG Connect <https://phoenix.cmgconnect.org/> and sign the Code of Ethics electronically.

B. Criminal Background Checks

1. Diocesan locations shall perform criminal background checks of:

- a. All clergy
- b. All consecrated men and women, seminarians, deacon candidates;
- c. All diocesan employees; and
- d. The following volunteers:
 - i. School coaches;
 - ii. Volunteer leaders responsible for youth programs (e.g., coordinator of youth ministry, director of religious education, nursery/childcare leader)
 - iii. All other volunteers whose duties include contact with minors.

2. The requirement for a criminal background check may be satisfied by obtaining a state and federal criminal history report that includes regular interval updates and is provided by a third-party service approved by the Safe Environment Training Office.

3. For all other volunteers, the diocesan location may review publicly-available online resources for information it deems relevant for determining eligibility. At the discretion of the diocesan location, volunteers who do not have contact with minors may elect not to have the state and federal criminal background check. These volunteers **may not** serve in any ministries that include contact with minors. These volunteers must complete annual SET, verify their identity and receive the approval of the pastor or his delegate as part of the screening process.

4. No person who is or would be precluded from receiving a fingerprint clearance card pursuant to [ARS § 41-1758.03](#) may serve in any role with duties that include contact with minors.

C. Face to Face Interviews:

1. Are to be completed on all new volunteers.

2. Are to be completed on a random selection of all volunteers who have not previously had a face-to-face interview.

D. Identifying Registered Sex Offenders:

An important part of abuse prevention includes identifying registered sex offenders who may frequent all diocesan locations. Therefore, the following steps will be taken:

1. All names of clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers in parish, school, or ministry programs must be maintained in the SET database (CMG Connect) to be screened for sex offenders nationally.
2. The Criminal Background Check described in Article 4.B above shall include regular interval updates to identify any recent offenses.
3. No person who is registered as a sex offender may be present at any Diocesan location except through the ROCC program described in Article 13 below.

- E. Rescreening (e.g., new records/application, additional interview, updated background checks) may be performed as often as needed at the discretion of the diocesan location.

Article 5. Promoting a Safe Environment in Programs that Serve Minors

In order to provide a safe environment for minors, all programs sponsored by diocesan locations shall be supervised/administered **by at least two adults in full compliance with the *Policy and Procedures for the Protection of Minors***.

- A. All clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers involved in all programs serving minors shall:
1. Abide by the Diocese of Phoenix *Policy and Procedures for the Protection of Minors*.
 2. Maintain healthy boundaries by adhering to the chart of Interactions and Behaviors found in Appendix III of the *Policy and Procedures for the Protection of Minors*.
 3. Exhibit the highest Christian ethical standards and personal integrity.
 4. Conduct themselves in a manner that is consistent with the discipline, norms, and teachings of the Catholic Church.
 5. Provide a professional environment that is free from all forms of abuse including intimidation and harassment.

6. Accept personal responsibility to protect all minors from all forms of abuse.
 7. Report concerns about boundary violations or other questionable behaviors and circumstances to the program supervisor, pastor or principal.
 8. Immediately report any suspected abuse or neglect of a minor in accordance with the Arizona state law and policies of the Diocese of Phoenix.
- B. All adults who supervise/administrator any program for minors sponsored by schools, parishes, and other diocesan locations shall:
1. Annually review and approve all programs for minors in schools, parishes, and other diocesan locations. A list of these programs shall be maintained and shall include activities, purpose, sponsors or coordinators of the programs, meeting times and locations.
 2. Monitor the supervision of all clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, volunteers and minors.
 3. Oversee that all clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees and volunteers are following the Safe Environment Requirements including training, application, fingerprinting, and face-to-face interview (as applicable).
 4. Maintain records of attendance and/or sign in sheets for each class/session.
 5. Know the location of emergency equipment, first aid kit, fire extinguisher and be aware of building layout and location of emergency exits.
 6. Establish a plan for contacting parents/guardians in case of an emergency.
 7. Communicate the designated meeting place in case of an evacuation/emergency.
- C. Social Media and Electronic Communications
1. Clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers may communicate with minors through parish, school and/or diocesan communications such as diocesan location websites, blogs, group social networking (e.g., Facebook, Twitter, Flocknote, etc.), office phones, and email for the purpose of parish, school and/or diocesan programs.
 - a. Parish, school and/or diocesan communications must be transparent, which may be accessible by parents, supervisor(s), or the public.
 - b. Any communications with minors must be considered appropriate pursuant to the chart of Interactions and Behaviors found in Appendix III.

2. Clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers may not communicate with minors through personal or private means (including, but not limited to, websites, blogs, social networking, texting, phone calls, instant messaging, emails, etc.), for any purposes unrelated to parish, school and/or diocesan programs, or in any manner that would be considered inappropriate pursuant to the chart of Interactions and Behaviors found in Appendix III.

D. Participation by Parents and Legal Guardians:

Parents or legal guardians may observe programs and activities in which their children are involved with permission of the administration. Parents who participate in or have continuous, ongoing contact with their child's program shall fulfill the Safe Environment requirements for clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers.

E. Overnight Travel for Programs Serving Minors

1. The supervisor(s) of any program serving minors that involves overnight travel shall:
 - a. Ensure that male and female minors room separately.
 - b. Monitor to ensure that adults do not stay in private rooms with minors to whom they are not related.
 - c. Make rooming lists available to the chaperones and the hotel security officer (if applicable).
 - d. Create a safe environment for showering, bathing and dressing. Adults and minors shall do these activities at different times and, when possible, in different locations.
 - e. Obtain signed parent permission form for each minor that outlines the exact nature of the activity and location prior to leaving on a trip. This includes day and overnight trips.
 - f. Obtain Drivers Information Sheet and verify insurance coverage from clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers.
 - g. In group dorms or other large room facility settings where multiple participants are lodging overnight, ensure that a minimum of two adults lodge in the same room as minors, all of whom should be the same sex (e.g. two male adults with male minors; two female adults with female minors). Adults are encouraged to use the beds closest to the door and farthest away from minors.

2. The supervisor(s) of any program serving minors that involves overnight travel are encouraged to:
 - a. Seek rooms at a retreat center or hotel/motel that empty into interior halls which are lighted and secure.
 - b. Seek hotels/motels with security officers on staff.
 - c. Purchase world-wide travel insurance coverage 30 days prior to travel outside the country.

F. Minors Serving in Diocesan, Parish or School Programs

Minors serving in programs (e.g., altar servers, aides in classrooms/religious education, childcare, ushers, lectors, choir, etc.) are an important part of service within the Diocese.

Following are standards for their service:

1. Minors serving in programs must attend an age/grade appropriate Safe Environment Educational session annually. If a minor serving is not enrolled in a Catholic School or religious education program, their training may consist of a review of the Interactions & Behaviors Chart (Appendix III), and the importance of telling an adult if they have reasonable belief another minor may have been abused.
2. Minors serving in programs are to adhere to the *Policy and Procedures for the Protection of Minors* and submit a completed Youth Volunteer Acknowledgement Form.
3. Minors serving in programs must adhere to the appropriate interactions and behaviors as referenced in Appendix III.
4. Minors must always serve with at least two Safe Environment trained adults.
5. Minors under the age of 12 are not to be placed in a position of responsibility and/or leadership.

Transportation

Guidelines for transporting minors are defined in the *Diocesan Transportation Policy* located in Appendix IX. For Catholic School transportation guidelines refer to the *Diocesan Handbook of Policies, Procedures and Norms for Catholic Schools*.

Reporting

Article 6. Applicable Laws

This policy will be implemented in accordance with Arizona Revised Statutes (ARS) [§ 13-3620](#), the Code of Canon law, and all other applicable state statutes; canon law; federal law; as well as additional local laws and ordinances. All clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers must comply with all applicable laws regarding reporting of incidents of actual or suspected abuse or neglect and with procedures outlined in this policy. Federal statutes may contain reporting requirements applicable to Indian Reservations.

Article 7. Obligation to Report

All clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers, while acting within the scope of their service in a parish, school, or ministry, are mandated to report any incidents of actual or suspected abuse or neglect of minors to law enforcement and the Department of Child Safety, as specified by law.

The failure of any clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers to report incidents of actual or suspected abuse or neglect as required by law and in this policy, will result in disciplinary action up to and including dismissal and could be subject to criminal penalties under applicable law.

If a person of any age reveals abuse or neglect to a priest during confession, the sacramental seal is inviolable and priest-penitent confidentiality cannot be breached (Canon 983; [ARS § 13-3620](#)). If a person reveals abuse or neglect to a priest outside of a confessional context and not subject to the inviolable sacramental seal, the priest shall report the allegation immediately to the appropriate civil authorities as required by law.

Article 8. Procedures to Report Abuse or Neglect

Clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees or volunteers who have a **reasonable belief** that a minor has been the victim of abuse or neglect are mandated to make a report to civil authorities. **Do the following:**

1. Listen attentively to the minor.
2. Assure and validate the child: the abuse or neglect was not his/her fault and they did the right thing by reporting.

3. Do not attempt to investigate.
4. Stay calm and keep the minor in a safe environment.
5. **Immediately report** the allegations by phone or in person to law enforcement and the Department of Child Safety (DCS) (1-888-SOS-CHILD). Non-emergency reports can be made to DCS online by going to <https://guardian.dynamics365portals.us/>
6. According to the Arizona Department of Child Safety the following information may be helpful when making a report:
 - a. name, age, and sex of child and other family members
 - b. address, phone numbers
 - c. parents or guardians contact information
 - d. description of suspected abuse or neglect
 - e. current condition of the child
7. In addition to the steps above, school personnel shall also contact the Catholic Schools Office (602) 354-2345 and report the call made to law enforcement/DCS (1-888-SOS-CHILD). Information provided should only include date, time of call, and who placed the call. The Catholic Schools Office shall maintain a record of this information.
8. Keep documentation of making a report (at diocesan location) either by completing the Minor Abuse Reporting Form (found in Appendix V) or by printing out a copy of the report made online to DCS. Make sure to get the following information:
 - a. name of person you spoke to
 - b. report number
 - c. date and time
9. If the accused is a member of the clergy, a consecrated man and woman, a seminarian, a deacon candidate, a diocesan employee or a volunteer of the Church, after reporting to law enforcement and DCS, immediately contact the Office of Child and Youth Protection (602) 354-2396 or contact the Diocese of Phoenix reporting hotline: 877-850-0003 (English)/ 800-216-1288 (Spanish) or online through <http://www.lighthouse-services.com/dphx>.
10. If the accused is a Bishop, after reporting to law enforcement and DCS, immediately contact the Catholic Bishop Reporting Service at 1-800-276-1562 or online through <https://reportbishopabuse.org/>.

11. The Diocese is committed to working in good faith with law enforcement and the Department of Child Safety and cooperating with their efforts to investigate suspected abuse or neglect of minors.

Article 9. Protection for Reporters of Abuse or Neglect Made in Good Faith

According to Arizona State Law ([ARS § 13-3620](#)), persons who make a report of abuse or neglect in good faith and without malice are entitled to immunity from any civil and criminal liability. Persons who have a reasonable belief that a minor has been the victim of abuse or neglect and make a report of such abuse or neglect in good faith and without malice will not be subject to retaliation by virtue of such report.

Article 10. Adults Reporting Past Abuse

An adult who alleges childhood abuse by a member of the clergy, a consecrated man and woman, a seminarian, a deacon candidate, a diocesan employee or a volunteer of the Church, is encouraged to contact the Office of Child and Youth Protection (OCYP) to make a report. The Arizona mandatory reporting law ([ARS § 13-3620](#)) does not apply. An individual alleging such abuse has the right to decide whether or not to make a report to law enforcement. A report to law enforcement is highly encouraged and support will be offered to assist the individual in making the report.

If the reported abuse took place in another diocese, the Director of the OCYP may contact the OCYP personnel in that diocese to report and request assistance for the individual. OCYP will encourage and support the individual to report to law enforcement in the city/state in which the abuse occurred.

Article 11. Anonymous or Unspecified Reports of Abuse or Neglect

An anonymous report is a report that is made without the reporter providing his or her identity. An unspecified report is a report that may not provide complete information regarding the identity of the victim, of the accused, or of the reporter. A person who is the subject of an anonymous or unspecified report of abuse or neglect as set forth in this section may be notified of the report. Complete reports are strongly encouraged because anonymous and unspecified reports may inhibit a thorough investigation.

Pastoral Response

Article 12. Pastoral Response

A. Victim Assistance Coordinator

As set forth in the *Charter for the Protection of Children and Young People* issued by the United States Conference of Catholic Bishops, "the first obligation of the Church

with regard to the victims is for healing and reconciliation.” In the years since the passage of the *Charter*, the Diocese has endeavored to meet this commitment to promptly respond to all allegations of abuse and care for the spiritual and emotional well-being of survivors through the Victim Assistance Coordinator in the Office of Child and Youth Protection.

The Victim Assistance Coordinator is available to help anyone who has been abused or victimized by someone representing the Catholic Church. The services offered by the Victim Assistance Coordinator include:

1. Assisting with victim’s needs and supporting them in their journey of healing, which may include counseling and spiritual direction.
2. Assisting in making a formal complaint to the Church.
3. Arranging a personal meeting between the victim and the Bishop, if desired.
4. Providing support for the needs of the individual victim and their family.
5. Advising victims of their right to report abuse to law enforcement, and assisting with such a report, if desired.

B. Community Response Team (CRT)

1. Purpose

The Church must minister to affected communities and the community at large and respond with Christian love and concern in times of transition, trauma and crisis.

This can be accomplished through the optional services of the Community Response Team (CRT).

The CRT works under the direction of the Office of Child and Youth Protection. Upon invitation of leadership from a parish, school, or an affected community the CRT will work in conjunction with that leadership to develop a response that will appropriately assist their community.

2. The Role

- a. Upon invitation from the leadership of a parish or school or an affected community, to assist the leadership in developing and carrying out an action plan to provide information, facilitate healing and restore trust.
- b. To assist the place of ministry/employment in assessing the need to plan special liturgies such as a prayer service or a Mass for healing and reconciliation.

- c. To make recommendations to the parish or affected communities for dissemination of information and pastoral outreach.
- d. To develop a recommendation for the Bishop concerning the involvement of Church leadership in ministering to the affected community.

Article 13. Reintegrating Offenders into the Catholic Community (ROCC)

No person who is registered as a sex offender may enter onto the property of any Diocesan location except through the "Reintegrating Offenders into the Catholic Community" (ROCC) program as set forth in this Article. Persons who are registered as sex offenders and desire to attend mass, participate in parish activities, or otherwise enter any diocesan location must contact the OCYP [(602) 354-2396] to determine eligibility to participate in ROCC program. Those who are eligible and who wish to voluntarily accept the terms of the ROCC program must enter into a written agreement that is signed by the pastor, the offender, his /her probation officer, and the director of the Office of Child and Youth Protection.

Consultative Boards

The Diocesan Review Board and the Diocesan Ethics in Ministry Board are two consultative boards that serve the Bishop. Members may serve on only one board at a time.

Article 14. Diocesan Review Board

A. Purpose

The Diocesan Review Board serves as a confidential consultative body to the Bishop regarding allegations of sexual abuse of a minor by a cleric (an ordained priest or deacon of the Roman Catholic Diocese of Phoenix). The Review Board is not investigatory in nature, but advisory in its capacity to assist the Bishop in assessing the allegations on the basis of the facts and proofs gathered by the Auditor (the person who investigates the allegation). The Review Board must also examine any exculpatory evidence brought to its attention that might exonerate the accused cleric. It is ultimately the decision of the Bishop as to what extent and at what point in time he wishes to involve the Diocesan Review Board during the preliminary investigation, as more fully described in Article 16.

B. Membership

Members are appointed by the Bishop and serve for a term of 5 years. The appointment may be renewed and shall continue until a successor is appointed (*Essential Norms* 5). The members shall consist of:

1. At least five persons of outstanding integrity and good judgment, who are in full communion with the Catholic Church, the majority of whom are lay persons *and are not diocesan employees*
2. At least one experienced and respected pastor
3. At least one member with particular knowledge and expertise regarding the sexual abuse of minors
4. The Promoter of Justice, *ex officio* (non-voting member)
5. Moderator of the Curia, *ex officio* (non-voting member)
6. The Director of OCYP (non-voting member)

C. The Role

1. To advise the Bishop in assessing allegations of the sexual abuse of minors by priests and deacons of the Roman Catholic Diocese of Phoenix
2. To assist the Bishop in determining the suitability for ministry of a priest or a deacon who is the subject of an allegation of sexual abuse
3. To advise the Bishop regarding all aspects of cases of sexual abuse of minors, whether past or present.
4. To offer advice to the Bishop about the preliminary investigation of an allegation
5. To review diocesan policies regarding the sexual abuse of minors

Article 15. Diocesan Ethics in Ministry Board

A. Purpose

The Diocesan Ethics in Ministry is the primary consultative body in the diocese regarding allegations of violations of the Clergy Code of Ethics, by priest and deacons, except for allegations that fall under the jurisdiction of the Diocesan Review Board. Any allegation of sexual abuse against a minor shall be referred to the Diocesan Review Board.

B. Membership

Members are appointed by the Bishop and serve for a term of 5 years. The appointment may be renewed and shall continue until a successor is appointed. The Diocesan Ethics in Ministry Board works under the direction of the Chancellor. It is highly recommended that the membership consist of the following:

1. At least five persons of outstanding integrity and good judgment, who are in full communion with the Catholic Church, the majority of whom are lay persons and not diocesan employees.
2. At least one experienced and respected priest
3. At least one experienced and respected deacon
4. At least one member with particular knowledge and expertise in mental health
5. At least one member who is a physician
6. At least one member with expertise in human resources issues
7. The Promoter of Justice, *ex officio* (non-voting member)
8. The Chancellor, *ex officio* (non-voting member)
9. The Director of Office of Child and Youth Protection (non-voting member)

C. The Role

At the Bishop's request, the Diocesan Ethics in Ministry Board carries out into mission of assisting the Bishop by:

1. Assessing allegations of violations of the Clergy Code of Ethics and then offering advice to the Bishop regarding action to be taken (if any) as a result of such allegations.
2. Recommending diocesan policies regarding ethical standards.

Article 16. Canonical Procedures Regarding Alleged Sexual Abuse by a Cleric with a Minor

- A. An allegation of sexual misconduct by a priest or deacon of the Roman Catholic Diocese of Phoenix with a minor is brought to the Office of Child and Youth Protection (OCYP); the Director of the OCYP reports the allegation of a minor to the civil authorities, and to the Bishop and the Moderator of the Curia. The Bishop may decide to initiate an inquiry in accord with canon law and essential norms, in a manner that does not interfere with any investigation conducted by civil authorities.
- B. A priest or deacon who is accused of sexual abuse of a minor is to be accorded the presumption of innocence during the investigation of the allegation and all appropriate steps are to be taken to protect his reputation. He is to be encouraged to retain the assistance of civil and canonical counsel. If the allegation is deemed

not substantiated, every step possible is to be taken to restore his good name, should it have been harmed.

- C. If the Bishop determines the accusation raises a semblance of truth, a decree is issued to begin a preliminary investigation (Canon 1717; *Essential Norms*.)
1. The Bishop may take one or more of the following precautionary measures to protect the rights of all involved, and to avoid scandal to the faithful (Canon 381, §1; 129 ff) (*Essential Norms 9*). He may require the cleric:
 - a. To refrain from contact with persons under the age of 18.
 - b. To refrain from contact with persons having lodged the complaint, with members of their families, and to refrain in any way from obstructing the preliminary investigation itself.
 - c. To reside in a place specified by the Bishop.
 - d. To refrain from public celebration of the sacraments and public exercise of ecclesiastical office.
 2. After the decree opening the preliminary investigation, the Bishop appoints an Auditor (investigator) to conduct the investigation (Canon 1428).
 3. The Auditor makes a preliminary investigation report to the Bishop. The Bishop decides the disposition of the case; either
 - a. The Auditor's report is sent to the Review Board,
 - b. The Bishop issues a decree to refer the matter to the DDF (per Section F.1 below), or
 - c. The Bishop issues a decree concluding the preliminary investigation due to lack of evidence. The accused then works with the Vicar of Priests or the Director of Deacons regarding future planning.
- D. The Review Board studies the reports sent to it by the Bishop and may request additional information. Upon review of information provided, the Review Board makes a recommendation to him regarding:
1. The credibility of the accusation
 2. The credibility of the accuser
 3. The credibility of the witnesses
 4. The next steps regarding the accused

- E. The Bishop receives the recommendation of the Review Board and determines whether or not it is probable that a delict has been committed as alleged (Canon 1718, §1).
- F. After receiving the recommendation of the Diocesan Review Board, the Bishop issues a decree that the preliminary investigation has been concluded; the same decree states that one of the following 3 steps will be taken:
 - 1. A decree with a referral to the Dicastery for the Doctrine of the Faith (DDF)
 - a. The Bishop issues a decree placing the cleric on “administrative leave” by decree after consultation with the Promoter of Justice.
 - b. The Bishop issues a mandate to the Promoter of Justice to prepare acts, or evidence, of the case.
 - c. The Bishop writes his own opinion on the case for the DDF to determine if a delict was committed.
 - i. If the Bishop has made the determination that there is sufficient evidence that the sexual abuse of a minor has occurred, the provisions of Canon 1722, or “administrative leave,” are to be put in place. The provisions of Canon 1722 may be applied only *after* the preliminary investigation is completed and the matter is ready to be referred to the Dicastery for the Doctrine of the Faith.
 - ii. The Promoter of Justice is to be consulted, and the accused is to be cited in writing. The citation is to inform the cleric of the accusation and the proofs which have been gathered, and to provide the cleric the opportunity to respond. Placing the accused on “administrative leave” is not a statement of presumed guilty but is intended to protect all parties involved.
 - d. After reviewing the case, the DDF directs the Bishop on how to proceed.
 - 2. A decree with no referral to the DDF stating that the allegations lodged against the cleric have been investigated and there is not enough evidence to show that sexual abuse took place.
 - 3. A decree from the Bishop stating that administrative remedies will be issued for inappropriate conduct.
 - a. When inappropriate conduct has taken place, it may not be possible to establish the probability that a delict (crime under the Code of Canon Law) was committed; therefore, a criminal trial under the Code of Canon Law may not be warranted. The Bishop can make use of an administrative act, a “remedy,” to best protect the community, yet protect the rights of the cleric

- (Canon 88; *Essential Norms* 9). The *Code of Canon Law* allows for the following actions:
- i. The Bishop may request that the cleric freely resign from office (Canons 187- 189).
 - ii. If the accused is truly not suitable for an office, the Bishop may remove the cleric from office observing the required canonical procedures (Canons 192-195; 1740-1747).
 - iii. Delegated faculties may be administratively removed (Canons 391, §1; 142, §1); faculties granted by the law may be removed or restricted by the competent authority.
 - iv. Circumstances in a particular case may constitute the just and reasonable cause for a priest to celebrate the Eucharist with no member of the faithful present and may also forbid the priest to celebrate the Eucharist publicly and to administer the sacraments (Canon 906).
 - v. The Bishop may dispense the cleric from wearing clerical attire (Canons 85-88; 284).
- b. Such administrative actions are to be issued through written decrees. Any such actions are for the good of the Church and for the cleric. A cleric may also take recourse against such administrative acts in accord with the Code of Canon Law (Canon 1734).
 - c. In keeping with the stated purpose of the *Charter for the Protection of Children and Young People*, an offending priest or deacon is to be offered therapeutic professional assistance both for the purpose of prevention and also for his own healing and well-being.

Article 17. Communication/Notification Regarding Allegations Against a Cleric

The Diocese will notify parish leadership and parish communities as soon as reasonably possible when a cleric serving in active ministry has been withdrawn from ministry because of credible allegation(s) of sexual misconduct with a minor(s). In addition, parishes and the Diocese at large will be notified when a cleric who once served in the Diocese has had a credible allegation and/or has been arrested, indicted or convicted of sexual misconduct with a minor anywhere. Parishes will also be notified when the Bishop returns a cleric to ministry due to a finding that such an allegation is unfounded; appropriate steps will be taken to restore the cleric's good name.

Article 18. Discipline for Violation of the Diocese of Phoenix *Policy and Procedures for the Protection of Minors*

Clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers are bound to abide by the Diocese of Phoenix *Policy and Procedures for the Protection of Minors*. A violation of the *Policy and Procedures for the Protection of Minors* by Clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers of the Diocese of Phoenix is subject to consequences, which may include termination from one's position and/or restrictions on future service to the Diocese.

Laypersons holding an ecclesiastical office are subject to the rights and obligations provided by canon law and can only be removed from a position through legitimate means. A person aggrieved by the reasons for removal from ecclesiastical office may make hierarchical recourse to the one who issues the decree (Canons 145; 184; 1732-1739).

Article 19. Compliance to the *Charter for the Protection of Children and Young People*

The Diocese of Phoenix will be in full compliance with the *Charter for the Protection of Children and Young People*.

Appendix I

Historical Background

CATHOLIC DIOCESE OF PHOENIX: *Policy on Sexual Misconduct*

Approved and Promulgated by
Most Reverend Thomas J. O'Brien
Bishop of Phoenix
November 1995

CATHOLIC DIOCESE OF PHOENIX: *Policy and Procedures for the Protection of Minors*

Approved and Promulgated by
Most Reverend John P. Dolan
Bishop of Phoenix
Revised July 2023

In 1990, the Catholic Diocese of Phoenix implemented written policies entitled, "Allegations of Abuse of Minors..." with respect to clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers. Diocese of Phoenix was one of the first dioceses in the country to have such a policy for Clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, and volunteers.

In December 1993, The Most Reverend Thomas J. O'Brien, Bishop of the Catholic Diocese of Phoenix, announced publicly that he was forming a special Commission to review all of the diocesan policies which related to sexual abuse of minors and to frame one policy which addressed sexual misconduct by all personnel of the Church. The Commission adopted the following as its mission "formulate a policy addressing the role of the Church of Phoenix in: espousing the moral values of the Church; preventing sexual abuse and other forms of sexual misconduct, through a program of education and advocacy; and responding effectively to allegations or instances of sexual misconduct by clergy, consecrated life and other ministers, employees and volunteers of the Church. In this effort, the Commission is to balance the rights of the victim and those of the accused while taking into account the interests of the public, state and the Church."

The twenty-two-member Commission met on a regular basis over a fourteen-month period and on February 21, 1995, recommended the policy to the Bishop. The Commission was made up of laity, consecrated life and clergy from throughout the Diocese representing various professionals, including law enforcement, behavioral sciences, clergy, business and victim representatives. A revision of this policy was completed in 1998.

In 2003, the most recent revision was completed in order to implement the "Essential Norms" and "The Charter for the Protection of Children and Young People" which was approved by the United States Conference of Catholic Bishops. The *Charter* was revised in 2005, 2011 and 2018. The Office of Child & Youth Protection (OCYP) was created to assist in the

implementation of the Essential Norms and the Charter. The *Policy and Procedures for the Protection of Minors* was implemented in 2006 to replace the *Policy on Sexual Misconduct*. This policy has been reviewed on a yearly basis and revised as needed.

Appendix II

Directory of Terms

Abuse: As defined in [ARS § 8-201](#),, abuse is the infliction or allowing of physical injury, impairment of bodily function or disfigurement or the infliction of or allowing another person to cause serious emotional damage as evidenced by severe anxiety, depression, withdrawal or untoward aggressive behavior and which emotional damage is diagnosed by a medical doctor or psychologist and is caused by the acts or omissions of an individual who has the care, custody and control of a child. Abuse includes:

- (a) Inflicting or allowing sexual abuse pursuant to [ARS § 13-1404](#), sexual conduct with a minor pursuant to [ARS § 13-1405](#), sexual assault pursuant to [ARS § 13-1406](#), molestation of a child pursuant to section [ARS § 13-1410](#), commercial sexual exploitation of a minor pursuant to section [ARS § 13-3552](#), sexual exploitation of a minor pursuant to [ARS § 13-3553](#) incest pursuant to [ARS § 13-3608](#) or child sex trafficking pursuant to [ARS § 13-3212](#).
- (b) Physical injury that results from permitting a child to enter or remain in any structure or vehicle in which volatile, toxic or flammable chemicals are found or equipment is possessed by any person for the purpose of manufacturing a dangerous drug as defined in [ARS § 13-3401](#).
- (c) Unreasonable confinement of a child.
- (d) Distributing, transporting, exhibiting, receiving, selling, purchasing, electronically transmitting, possessing or exchanging child pornography or any visual depiction in which a minor is engaged in exploitive exhibition or other sexual conduct.

Administrative Act: The Bishop may act in the best interest of the Church, while remaining within the confines of the Code of Canon law; certain actions, most especially those that may negatively impact one's position within the Diocese, require that action be taken in writing, and transmitted to the effected party. A party has a right to recourse consistent with the Code of Canon law regarding the act of the Bishop.

ARS § 13-3620: Duty to report for any person who reasonably believes that a minor is or has been the victim of physical injury, abuse, child abuse, a reportable offense or neglect that appears to have been inflicted on the minor by other than accidental means or that is not explained by the available medical history as being accidental in nature or who reasonably believes there has been a denial or deprivation of necessary medical treatment or surgical care or nourishment with the intent to cause or allow the death of an infant.

Auditor: The person appointed by the Bishop or a judge to gather evidence in a case concerning the public good, e.g. criminal or marriage cases

Chancellor: A person stably appointed to oversee the care and organization of diocesan records, as well as notarize documents when necessary. Other duties may be

assigned such as serving in an oversight position in various administrative processes (Canon 483-4).

Charter for the Protection of Children and Young People and Essential Norms: In June 2002, the United States Conference of Catholic Bishops created a document stating their commitment to ensure that the sexual abuse of minors would not happen again. The *Charter* provides a framework for the *Essential Norms*, a set of guidelines created for dioceses in the United States to complement the Code of Canon law regarding any sexual abuse of minors by a cleric. The *Charter* was revised in 2005, 2011 and 2018.

Cleric: A man who has been ordained to the transitional diaconate, permanent diaconate, or priestly office.

Code of Canon Law: Body of universal laws that govern the Latin Rite of the Catholic Church.

Consecrated men and women: Members of the Christian faithful, whether cleric or lay, who, are consecrated to God and contribute to the salvific mission of the Church. Some examples of consecrated persons in the Church include sisters or nuns, brothers, priests who are members of institutes of consecrated life, consecrated virgins, and hermits.

Decree: Decision of a Bishop made in writing in virtue of his executive, judicial or legislative power.

Delict: A criminal act in the Church, subject to canonical action.

Dicastery for the Doctrine of the Faith (DDF): Dicastery (office) of the Holy Catholic Church that addresses matters of the faith, also directs a Bishop on how to proceed with grave delicts, including cases of sexual abuse of a minor. **Ecclesiastical office:** Stable positions in the Church exercised for a spiritual purpose. At the diocesan level, these offices include the diocesan bishop, vicar general, judicial vicar, episcopal vicar, chancellor, finance officer, promoter of justice, judge, auditor, notary, and dean. At the parish level, these offices include the pastor and the parochial vicar.

Essential Norms: A document created by the United States Conference of Catholic Bishops. This document ensures that each diocese and eparchy will have policies and procedures in place to respond promptly to all allegations of sexual abuse of minors by diocesan and religious priests or deacons.

Faculties: Permissions granted to a cleric to serve the People of God, such as permission to witness a marriage, act as confessor, or to administer confirmation.

Minor: A person who has not reached full legal age (18 years old pursuant to [ARS § 1-215](#)). As noted in *Sacramentorum Sanctitatis Tutela* (SST), Article 6, a minor also includes a person who habitually lacks the use of reason. For the purpose of training requirements and youth volunteer status, the term “minor” also includes a person who is of full legal age, enrolled in High School and is declared as a dependent on the parents most recent federal income tax form.

Moderator of the Curia: Vicar General/Moderator of the Curia is an appointed priest who, under the authority of the Bishop, is to coordinate those things which pertain to the treatment of administrative affairs and to take care that the other members of the curia properly fulfill the office entrusted to them (Canon 473 §2). In cases concerning the sexual abuse of minors, the Vicar General/Moderator of the Curia works in conjunction with diocesan officials to conduct a fair investigation, to disseminate the information through various officials to the community, and to ensure that all policies and procedures are in accord with the Code of Canon Law, civil law and various Church norms.

Neglect: As defined in [ARS § 8-201](#), neglect includes the inability or unwillingness of a parent, guardian or custodian of a child to provide that child with supervision, food, clothing, shelter or medical care, and other action or inaction that causes unreasonable risk of harm to a child's health or welfare.

Office of Child & Youth Protection (OCYP): Created to assist the Diocese of Phoenix with the implementation of the *Policy and Procedures for the Protection of Minors* in accord with the *Charter for the Protection of Children and Young People* and the *Essential Norms*. The Director of the OCYP receives allegations of sexual misconduct with minors, coordinates pastoral outreach to affected individuals and communities, assists in the continued development and training of all clergy, consecrated man or woman, seminarian, deacon candidate, diocesan employee, or volunteer, and maintains responsibility for the ongoing administration of the OCYP. The Director of the OCYP acts as the Victim Assistance Coordinator for the Roman Catholic Diocese of Phoenix.

Promoter of Justice: The promoter of justice functions as the prosecutor of a penal case (Canon 1430). Like a plaintiff in a contentious case, the promoter brings the action, educes evidence, argues the case, and appeals if necessary. The promoter's duty is to seek justice, and his/her concern is the public good. The promoter is not to prosecute if he/she decides there is no basis for the prosecution. The Promoter of Justice is to be consulted prior to the citation of the accused regarding the placing of the accused on “administrative leave.” The Promoter of Justice attends Diocesan Review Board meetings and offers canonical advice; however, has no vote in the Review Board's determinations and recommendations.

Reasonable Belief: When a person has facts from which he/she reasonably concludes that a minor has been neglected and/or abused.

Social Media: Forms of electronic communication (e.g., web sites for social networking and blogging) through which users create online communities to share information, ideas, personal messages, and other content (e.g., videos and online gaming).

Appendix III

Interactions & Behaviors Chart

The lists provided below are not intended to be exhaustive. If you identify inappropriate behaviors/interactions, you must report them to the program supervisor. If you have a reasonable belief that abuse or neglect occurred call law enforcement and the Department of Child Safety.

<i>Appropriate Interactions & Behaviors</i>	<i>Inappropriate Interactions & Behaviors</i>
<p>Appropriate affection between diocesan personnel/volunteers and minors constitutes a positive part of Church life, ministry, and healthy child development.</p> <p>Depending on the circumstances, the following forms of interactions and behaviors are customarily (but not always) regarded as appropriate ways to maintain healthy boundaries:</p>	<p>Some forms of behavior and physical interactions have been used by adults to initiate inappropriate contact with minors. To maintain the safest possible environment for minors and to respect everyone’s dignity, the following are examples of interactions and behaviors that are not appropriate and not to be used:</p>

Interactions – Physical & Verbal

<i>Appropriate Physical Interactions</i>	<i>Inappropriate Physical Interactions</i>
<ul style="list-style-type: none"> • Side hugs • Shoulder-to-shoulder hugs • “Temple” hugs • “A-Frame” hugs • Handshakes • “High-fives” • Pats on the head or back when culturally appropriate • Touching hands, shoulders, or arm around shoulders • Holding hands (with smaller children in escorting situations) • Holding hands during prayer 	<ul style="list-style-type: none"> • Any form of affection that is unwanted by the minor • Showing affection in isolated areas • Physical contact insisted on or requested by the adult • Inappropriate or lengthy embraces • Full frontal hugs • Kisses on the mouth • Touching covered areas of the body, such as the genitals • Unwanted touching of uncovered areas of the body • Wrestling, “rough housing”, tackle football or tickling • Piggyback rides • Touch, pull, push or strike a minor in anger • Allowing a minor to cling to an adult’s leg • Any type of massage between adults and minors

<p style="text-align: center;"><i>Appropriate Verbal Interactions</i></p> <ul style="list-style-type: none"> • Positive affirmation • Appropriate jokes • Encouragement • Verbal praise 	<p style="text-align: center;"><i>Inappropriate Verbal Interactions</i></p> <ul style="list-style-type: none"> • Name calling • Cursing • Telling off-color or sexual jokes • Racial insults or ethnic slurs • Shaming or belittling • Compliments that relate to physique or body development • Telling secrets, asking minors to keep secrets • Using harsh language that may frighten, threaten, intimidate or humiliate a minor • Making derogatory remarks about the minor or his/her family • Discussing sexual encounters with minor • Involving minors in the personal problems or issues of adults
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Behaviors

<p style="text-align: center;"><i>Appropriate Behavior</i></p> <ul style="list-style-type: none"> • Communicating with minors through PARISH, SCHOOL and/or DIOCESAN communications such as: websites, blogs, group social networking profiles (e.g., Facebook, Twitter, etc.), office phones, or email for parish, school and/or diocesan programs • Consistently abiding by the <i>Code of Ethics</i> and the <i>Policy and Procedures for the Protection of Minors</i> • Providing a safe environment where the dignity of every individual is ensured • Knowing how and where to report inappropriate behavior • Knowing how and where to report alleged/suspected abuse • Maintaining a professional relationship when interacting with minors, avoiding emotional attachment and/or vulnerable situations • Maintaining an awareness of the powerful attraction of minors to adults in positions of authority and trust. If a personal or physical dependency begins to develop, the minor is to be referred to another qualified adult • Notifying parents when on-going pastoral care of a minor is necessary • Giving a modest gift to a group of minors 	<p style="text-align: center;"><i>Inappropriate Behavior</i></p> <ul style="list-style-type: none"> • Communicating with minors through PERSONAL/PRIVATE means including but not limited to: websites, blogs, social networking profiles, text messaging, home/cell phones, instant messaging, or e- mail • Participating in online gaming with a minor • Being alone with a minor(s), without another responsible adult present, in any closed area that is inappropriate while working in the scope of ministry program. Including but not limited to: a vehicle, restaurant, residence, sleeping facility, locker room, rest room, hot- tub or pool • Allowing minors to have, or assist minors in gaining, access to alcohol, drugs, pornographic material, or any illegal substance • Allowing minors to have, or assist minors in gaining, access to inappropriate media such as: websites, movies, videos, music, and online gaming • Photographing and videotaping minors while at school or in catechetical programs without the proper parental/guardian consent • Singling out a minor with a personal gift
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Electronic Communications

Appropriate Behavior

Social networking:

- If these sites are used to connect minors to programs and activities, ministry leaders must set up a separate site for dedicated parish/school use and the site name must reflect this
- Utilize the dedicated organizational email account to create the website/page. The ministry program must be completely separate from any personal site. Make sure to check on the terms of use, age restrictions and privacy options/controls for each site you plan to use prior to establishing a page for your organization and ensuring it is set up securely and properly
- A minimum of two adults in a functioning official organizational capacity should have full access to all organizational accounts/sites
- Both adults should be registered to have email alerts of page activity sent to their official organizational email accounts
- Parents should be informed that a social networking site is being utilized as a standard part of the ministry and consent participation
- All information displayed on the social networking sites must reflect the values of the Catholic faith and should always follow the teaching of the church
- Personal social networking profiles and blogs must be private and inaccessible to minors. The intent of this policy is not to dictate what is on your personal site; however, minors should not be given access to your site
- Ensure that the “chat mode” is disabled on your church or organizational social website

Inappropriate Behavior

Social networking:

- “Tagging” a minor
- Communicating with minors using personal social networking unless it is from the organizational site and you are an administrator. This allows only the proper people to communicate exactly what is going on and eliminates any miscommunications for events/activities
- Minors should not be given access to your personal site
- Request to be social network “friends” with minors or approve “friend requests” from social media from minors. The minors should request to be friends of the organization. This allows us to maintain the appropriate boundaries and in keeping it a professional relationship

Text Messaging:

- Text messaging is only to be used when communicating about programs and activities
- Parents should be informed that text messaging is being used as a form of communication with the minors of your church/organization and that it is a standard part of the youth ministry and must consent allowing the minor to participate
- Text messages sent to minors must be copied to the Supervisor or his/her Church designee and/or parent
- If you receive a text message of an inappropriate personal nature from a minor, then you are prohibited from responding to the minor. In order to prevent any appearance of impropriety, you should notify your supervisor or pastor of this incident immediately and forward the text. The parent/guardian should be contacted by the supervisor or pastor
- If you receive a text message from a minor indicating an emergency situation, you must immediately contact the pastor, supervisor, and/or parent/guardian

Text Messaging:

- Messages of a personal nature sent to minors
- Encouraging minors to use texting for communicating personal messages to you
- Responding to a private text message from a minor

E-Mailing:

- All emails should only come through the designated organizational email account. This process maintains the appropriate boundaries and keeps the relationship professional
- Parents should be informed that emails are being used as a form of communication with the minors of your church or organization and that these are standards of the youth ministry and must consent to participation.
- Parents are to be copied on all emails
- If a minor attempts to communicate via your personal e-mail account, you shall respond to the youth with the instruction to use the organizational system and copy the parents in the message
- Whenever possible, use organizational email accounts and not personal accounts
- Communications should always be professional and relevant to the current activity/need.
- Maintain professionalism and keep appropriate boundaries in all communications. Do not overstep the boundaries of adult/child relationships
- Avoid communications that involve sexual overtones. Do not reply to any messages received from teens of this nature. Make and keep a copy of the inappropriate communication and notify your supervisor or pastor immediately.
- Be aware that what you write will more than likely be read by others. It is easy to share and forward messages
- Ask yourself if you would be embarrassed if a supervisor/pastor read your message. If the answer is yes, then don't send it
- Never send messages when you are in a hurry or when emotions are involved
- Remember that there is no such thing as a private email/instant message, social media post or text message
- Finally, emails can easily be misread or misunderstood. Always double check to see if anything could be "read" into what you have typed. If you think it can be misread, either retype it or don't send it

Emailing:

- Sending instant messages to minors and/or e-mailing minors using their personal e-mail accounts
- Overstepping boundaries of adult/child relationships
- Replying to any messages received that are sexual in nature

Parish and School Ministry Websites:

- One of the best ways to promote youth events and activities is through your parish or organizational websites. It is recommended that you create a secured youth or youth ministry page/website dedicated to their activities and calendar of events
- It is critical that someone is dedicated to keeping these sites updated on a regular basis
- All web content should consistently represent the views/teachings of the Catholic Church
- Written permission from parents or guardians must be obtained prior to posting pictures or identifying information of minors on any website. Be sure when posting pictures of minors to only provide a first name if you are going to provide captions. The use of the media release waiver is strongly recommended
- Moderators should make sure that sections that function as “comment boxes” or “feedback” sections, if available on the media, are properly moderated to prevent abuse and misuse of the media
- Minimum of two adults in a functioning official organizational capacity should have full access to all organizational accounts/sites
- Your official logo or standard pictures/images should appear on the site to identify it as the organization’s official site and not a personal/individual site/account
- An organizational email account should be created to allow minors/visitors a means of communication to a specific department and not an individual. Organizational email accounts for leaders, administrators and volunteers (as needed) should be created for professional communication means
- Any social media sites (Facebook, Instagram, Snapchat, Twitter, etc.) that are linked to your website/page should have the organizational email account associated with it and not a personal email account. This is a barrier that prevents outsiders from reaching out to minors. This also allows a means to create/delete administrators for the website/page so when there is staff turnover, things still run smoothly and changes are properly made and maintained

Parish and School Ministry Websites:

- Posting personal information or contact information regarding minors on public websites
- Inappropriate pictures/information of any parish or organizational staff/volunteers appearing on any page/site. This does include family pictures, social events, home phone numbers/addresses and personal email accounts, etc

Appendix IV

Code of Ethics

It is the policy of the Roman Catholic Diocese of Phoenix that any abuse of minors is not acceptable and will not be tolerated.

All clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, volunteers, vendors and outside organizations while working in their scope of ministry SHALL:

- Abide by the Diocese of Phoenix *Policy and Procedures for the Protection of Minors*
- Maintain healthy boundaries by adhering to the chart of interactions and behaviors found in Appendix III of the *Policy and Procedures for the Protection of Minors*
- Exhibit the highest Christian ethical and moral standards, and personal integrity
- Conduct themselves in a manner that is consistent with the discipline, norms, and teachings of the Catholic Church
- Provide a professional environment that is free from all forms of abuse including intimidation and harassment
- Accept personal responsibility to protect all those that are most vulnerable from all forms of abuse
- Report concerns about boundary violations or other questionable behaviors and circumstances to the program supervisor, pastor or principal
- Immediately report any reasonable belief of abuse or neglect of a minor in accordance with the Arizona state law and policies of the Diocese of Phoenix
- Must protect the confidentiality and privacy rights of others at all times

Because it is impossible to compile a comprehensive list of specific acts constituting misconduct, clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees, volunteers, vendors and outside organizations must use common sense, guided by the principles set forth above, to direct their behavior and to abide by the current Diocese of Phoenix *Policy and Procedures for the Protection of Minors*.

It is the responsibility of the individual to adhere to the Code of Ethics. Anyone who violates the Code will be subjected to immediate remedial action by the appropriate authority in each case. Corrective action may take various forms depending on the specific nature and circumstance of the offense, including but not limited to, an oral or written citation or even removal from Ministerial Work, termination of employment or of one's volunteer efforts.

Check one that applies to you:

- Lay Employee
- Volunteer
- Priest
- Consecrated Life
- Consecrated Life in Formation
- Deacon
- Deacon Candidate
- Candidate for Ordination/ Seminarian
- Outside Organization / Vendor
- Educator (for all Diocesan Catholic school personnel only)

By signing below, I am stating that I have received a copy of this *Code of Ethics*, I have read it, understand it, and I agree to abide by it. I also understand that by signing below I agree to abide by the Diocese of Phoenix *Policy and Procedures for the Protection of Minors*.

Date

Printed First Name

Printed Last Name

Signature

Appendix V

Minor Abuse Reporting Form

After a report is made to law enforcement and the Department of Child Safety (DCS), this form should be completed to serve as documentation that a report was made. If a report is made online to DCS (<https://guardian.dynamics365portals.us/>) the online report may be printed out to serve as documentation instead of this form. A copy of all documentation should be kept at the diocesan location. You can also call 1-888-SOS-CHILD (1-888-767-2445)

If the accused is a member of the clergy, a consecrated man or woman, seminarian, deacon candidate, diocesan employee or a volunteer of the Catholic Church, please make a report to the Office of Child & Youth Protection at 602-354-2396 and provide a copy of this report via confidential fax 602-354-2469 OR to Lighthouse Media at 877-850-0003 or via online at www.lighthouse-services.com/dphx

GENERAL INFORMATION		
Date Reported to Law Enforcement:	Name of Person Report was given to:	
Time Reported to Law Enforcement:	Law Enforcement Phone Number used to make report:	
Police Report #:	Badge number if available:	
Date Reported to DCS:	Name of Person Report was given to:	DCS Report done: <input type="checkbox"/> By phone <input type="checkbox"/> Online
Time Reported to DCS:	DCS Phone Number used to make report:	
DCS Report #:		
PERSON MAKING REPORT		
First Name of Person Making Report:	Last Name of Person Making Report:	Contact Number(s): Home: Cell:
INFORMATION ABOUT THE ACCUSED		
Name:	Contact information:	
Address:	Relationship with the child:	

PARENT / PERSON(S) HAVING CUSTODY OF MINOR			
(1) Parent, Guardian or Custodian First Name:	Parent, Guardian or Custodian Last Name:	<input type="checkbox"/> Parent <input type="checkbox"/> Guardian <input type="checkbox"/> Custodian	
Home Street Address:	City:	State:	Zip Code:
Home Phone Number:	Work Phone Number:	Cell Phone Number:	
(2) Parent, Guardian or Custodian First Name:	Parent, Guardian or Custodian Last Name:	<input type="checkbox"/> Parent <input type="checkbox"/> Guardian <input type="checkbox"/> Custodian	
Home Street Address:	City:	State:	Zip Code:
Home Phone Number	Work Phone Number	Cell Phone Number:	
MINOR(S) INFORMATION			
(1) Minor's First Name:	Minor's Last Name:	Minor's Date of Birth:	
Home Street Address:	City:	State:	Zip Code:
(2) Minor's First Name:	Minor's Last Name:	Minor's Date of Birth:	
Home Street Address:	City:	State:	Zip Code:

Appendix VI

Non-Emergent Local Law Enforcement Numbers

ANHEM	602-876-1011 / 602-262-6151
APACHE JUNCTION	480-982-8260
AVONDALE	623-333-7000
BAGDAD	928-771-3260
BAPCHULE /SACATON	520-562-4511 / 520-562-3361
BUCKEYE	623-386-4421
BULLHEAD CITY	928-763-1999
CAMP VERDE	928-567-6621
CAREFREE	602-876-1011
CASHION	623-333-7000
CAVE CREEK	602-876-1011
CHANDLER	480-782-4130
COCONINO COUNTY	928-774-4523
COTTONWOOD	928-649-1397
EL MIRAGE	623-933-1341
FLAGSTAFF	928-774-1414
FOUNTAIN HILLS	602-252-7840
GILA BEND	602-876-1011
GILBERT	480-503-6500
GLENDALE	623-930-3000
GOODYEAR	623-932-1220
GRAND CANYON	Inside the Park: 928-638-7805 Outside the Park: 928-774-4523
GUADALUPE	602-876-1011
KINGMAN	928-753-1911
LAKE HAVASU CITY	928-855-4111
LAVEEN	602-876-1011
LITCHFIELD	602-876-1011
MARICOPA COUNTY	602-876-1011
MESA	480-644-2211
MOHAVE COUNTY	928-753-0753
PARADISE VALLEY	480-948-7410
PEORIA	623-773-8311
PHOENIX	602-262-6151
PRESCOTT	928-445-3131
PRESCOTT VALLEY	928-772-9267
QUEEN CREEK	602-876-1011
SCOTTSDALE	480-312-5000
SEDONA	928-282-3100
SELIGMAN	928-771-3266
SUN CITY	602-876-1011
SUN CITY WEST	602-876-1011
SUN LAKES	602-876-1011
SURPRISE	623-222-4000
TEMPE	480-350-8311
TOLLESON	623-936-7186
YAVAPAI COUNTY	928-771-3260
YOUNGTOWN	602-876-1011
WICKENBURG	928-684-5411
WILLIAMS	928-635-4461

The Department of Child Safety (DCS) Statewide 1-888-767-2445 Toll Free/TTD 1-800-530-1831

Adult Protective Services - 1-877-767-2385 or <https://www.azdhs.gov/dhaas/apcs/>

Gila River Indian Community Social Services: 520-562-3396

Ak-Chin Indian Community: 520-568-1200

Salt River Pima-Maricopa Indian Community: 480-850-9230

Fort McDowell Yavapai Nation: 480-789-7982

Tohono O'odaham Nation: 520-383-6099

Appendix VII

Procedures to Report Abuse or Neglect

If **Abuse or Neglect** of a child has been revealed to you or you have reasonable belief that abuse or neglect occurred do the following:

1. Listen attentively to the minor
2. Assure and validate the child: the abuse was not his/her fault, and they did the right thing by reporting
3. Do not attempt to investigate.
4. Stay calm and keep the minor in a safe environment
5. **Immediately report** the allegations by phone or in person to law enforcement **and** the Department of Child Safety (DCS) (1-888-SOS-CHILD). Non-emergency reports can be made to DCS online by going to <https://guardian.dynamics365portals.us/>
6. According to the Arizona Department of Child Safety the following information can be helpful when making a report:
 - a. Name, age, and sex of child and other family members
 - b. Address, phone numbers
 - c. Parents or guardians contact information
 - d. Description of suspected abuse or neglect
 - e. Current condition of the child
7. Keep documentation of making a report (at diocesan location) either by completing the Minor Abuse Reporting Form (found in Appendix V) or by printing out a copy of the report made online to DCS. Make sure to get the following information:
 - a. Name of person you spoke to
 - b. Report number
 - c. Date and time
8. School personnel shall contact the Catholic Schools Office (602) 354-2345 and report the call made to law enforcement/DCS (1-888-SOS-CHILD). Information provided should only include date, time of call, and who placed the call. Catholic School's office shall maintain this information.
9. If the accused is a member of the clergy, a consecrated man or woman, a seminarian, a deacon candidate, diocesan employee or a volunteer of the Church, after reporting to law enforcement **and** DCS, immediately contact the Office of Child and Youth Protection (602) 354-2396 or contact the reporting hotline: 877-850-0003 (English)/ 800-216-1288(Spanish) or online through www.lighthouse-services.com/dphx.
10. If the accused is a Bishop, after reporting to law enforcement and DCS, immediately contact the Catholic Bishop Abuse Reporting Service at 1-800-276-1562 or online through <https://reportbishopabuse.org/>.
11. The Diocese is committed to working in good faith with law enforcement and the Department of Child Safety and cooperating with their efforts to investigate suspected abuse or neglect of minors.

If you have any questions on reporting or need assistance, contact OCYP (602) 354-2396

Appendix VIII

Safe Environment Application

The Roman Catholic Diocese of Phoenix is grateful to all who wish to participate in the Church Ministry. However, as clergy, consecrated men and women, seminarians, deacon candidates, diocesan employees and volunteers, it is a privilege with great responsibility, including vital responsibility to make and maintain a safe environment for minors, and therefore only those who are eligible may perform such service.

The information gathered in this application is designed to help us secure a safe environment for the people of our community. For your privacy, this form will be stored in a secured locked facility.

PERSONAL INFORMATION				
Legal First Name:	Legal Last Name, Suffix (e.g. Jr/Sr)	Middle Initial:	Date of Birth:	
Street Address:	City:	State:	Zip Code:	<input type="checkbox"/> Male <input type="checkbox"/> Female
Length at current address: _____ Years: _____ Months: _____ If you have resided at this location less than 3 years list previous address(es) below.				
Most Recent Previous Address:	City:	State:	Zip Code:	
Additional Previous Address:	City:	State:	Zip Code:	
Home Phone Number:	Cell Phone Number:	Email Address:		
USCCB ROLE (Select only one for Audit Purposes)				
<input type="checkbox"/> Employee <input type="checkbox"/> Volunteer <input type="checkbox"/> Priest <input type="checkbox"/> Educator (for all Diocesan Catholic school personnel only) <input type="checkbox"/> Deacon <input type="checkbox"/> Candidate for Ordination <input type="checkbox"/> Other				
CATEGORIES (Select only one)				
<input type="checkbox"/> Lay Employee <input type="checkbox"/> Volunteer <input type="checkbox"/> Priest <input type="checkbox"/> Consecrated Life <input type="checkbox"/> Consecrated Life in Formation <input type="checkbox"/> Deacon <input type="checkbox"/> Candidate for Ordination/Seminarian <input type="checkbox"/> Outside Organization / Vendor <input type="checkbox"/> Educator (for all Diocesan Catholic school personnel only) <input type="checkbox"/> Deacon Candidate				
Location:		List Title/Ministry:		
Are you a registered Parishioner? <input type="checkbox"/> Yes <input type="checkbox"/> No		Contact with minors? <input type="checkbox"/> Yes <input type="checkbox"/> No		
What interests you about serving in the above listed ministry(ies)?				
What has prepared you to serve in the above listed ministry(ies)?				
OTHER LOCATIONS				
1) Parish/School Name & City: _____				
2) Parish/School Name & City: _____				
3) Parish/School Name & City: _____				

EMPLOYMENT <input type="checkbox"/> Check here if you are not currently employed			
Current Employer:	Position:		Years Employed:
Street Address:	City:	State:	Zip Code:
BACKGROUND CHECK INFORMATION			
Have you changed your last name in the past 5 years? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, was the name changed due to a marriage/divorce? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, what was your previous last name? _____			
Have you ever been arrested for, charged with, convicted of or admitted to physically, sexually, or emotionally abusing or assaulting a child or an adult? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please explain: _____			
Have you ever been arrested for, charged with, convicted of or admitted to a misdemeanor or felony? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please list the offense, date, jurisdiction and outcome: _____			
Do you have any outstanding warrants, either in Arizona or in any other state? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, list reason for warrant: _____ _____			
Is there anyone living in your home that is a registered sex offender, been accused of or is awaiting trial for a criminal offense against a child? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, explain: _____			
DECLARATION – Please read each statement and <u>sign below</u>			
<ul style="list-style-type: none"> • I declare that all statements contained in this application are true and that any misrepresentation or omission is cause for rejection of my application or dismissal from my ministry involvement. • I understand that a background check may be conducted prior to and during my service. I authorize investigations of all statements contained in the application. • I agree to observe all Catholic Diocese of Phoenix guidelines and policies for the program in which I am applying. <p>****Please sign below indicating you have read and agree to the above statements****</p> <p>Applicant Signature: _____ Date: _____</p>			

Appendix IX

Youth Volunteer Acknowledgement Form

The information below lists the requirements for all youth volunteers serving within the Diocese of Phoenix and can be found in the Diocese of Phoenix Policy and Procedures for the Protection of Minors

Minors Serving in Diocesan, Parish or School Programs

Minors serving in programs (e.g., altar servers, aides in classrooms/religious education, childcare, ushers, lectors, choir, etc.) are an important part of service within the Diocese.

Following are standards for their service:

1. Minors serving in programs must attend an age/grade appropriate Safe Environment Educational session annually. If a minor serving is not enrolled in a Catholic School or religious education program, their training may consist of a review of the Interactions & Behaviors Chart (Appendix III), and the importance of telling an adult if they have reasonable belief another minor may have been abused.
2. Minors serving in programs are to adhere to the *Policy and Procedures for the Protection of Minors* and have submitted a completed Youth Volunteer Acknowledgement Form.
3. Minors must always serve with at least two Safe Environment trained adults.
4. Minors under the age of 12 are not to be placed in a position of responsibility and/or leadership.

Are you currently attending a Catholic School or a parish religious education program?

Yes No

Parish/School Name: _____ Program: _____

Grade Level: _____ Age: _____

As a youth volunteer for the parish/school and program listed above, I agree to abide by the standards listed above from the Diocese of Phoenix *Policy and Procedures for the Protection of minors*.

Youth Volunteer Name (Please Print)

Grade

Date of Birth

Youth Volunteer Signature

Date

As a parent/guardian of the youth volunteer, by signing this document I am providing permission for my child to volunteer in the parish and/or school program listed above and I will assist my child in ensuring a Safe Environment is maintained for all children and youth in the Diocese of Phoenix.

Parent/Guardian Name (Please Print)

Parent/Guardian Signature

Date

Parent/Guardian Phone Number

Parent/Guardian Email Address

I, SET Coordinator/Principal, confirm that the child mentioned above has received Youth SET Training during the fiscal year they volunteer.

Name of SET Coordinator//Principal

Signature of SET Coordinator/Principal

Date

Appendix X

Technology Platform – MINOR PERMISSION FORM

Program:	Leader:
Minor Name:	Cell Phone Number/ Email/ Username (depending on the platform used)
Parent/Guardian Name:	Cell Phone Number/ Email/ Username (depending on the platform used)

I _____ (print leader name), request that you allow your child to participate in _____ (name the technology platform used e.g. Zoom, Group text, Flocknote, Facebook, Instagram...).

The technology platform will allow us to minister to your child. The technology platform will be used only to provide information related to the group/ministry, such as group meetings, reminders, event information and other updates. As a parent/guardian of a member of the program, you will receive the same communication provided to your child. If a virtual meeting will happen, you will be notified in advance when the meeting will occur.

I _____ (print parent/guardian name) give permission for my child to participate in the technology platform set forth by the Parish/School Administration.

By signing below, I am agreeing that I, as the parent/guardian, and my child will use the technology platform appropriately. I understand any inappropriate use of the technology platform will cause a user to be removed from the group or lose its ability to access the platform.

Parent/Guardian Signature: _____ Date: _____

Minor Signature: _____ Date: _____

This form is valid for either one sports season or one program year (whichever is applicable) and will expire on: _____ (date).

****Copies of this form will be kept with the group/ministry leader and their supervisor***

Appendix XI

MEDIA RELEASE WAIVER

I, _____ (print full legal name of parent or legal guardian), on behalf of and as the parent or legal guardian of the following person, who is under eighteen (18) years of age, _____ (print full legal name of minor) (hereinafter "the Minor"), hereby authorize the Roman Catholic Diocese of Phoenix (hereinafter "the Diocese"), all of its parishes, affiliated organizations and entities, and _____ (print full name of school) (hereinafter, the "School") to record the Minor's picture, voice and likeness in photographs, films, videotapes or other media during and in connection with the Minor's education or participation in School or Diocesan activities or events, and to use the Minor's picture, voice or likeness on the Diocese website, in the Catholic Sun newspaper, or in any other media or publication without further compensation or permission.

I further authorize the Diocese, its parishes, affiliated organizations, entities and agents, and/or the School to edit any recordings of the Minor's likeness and/or voice and incorporate any such recordings into print publications, electronic publications, software, movie and sound films or tapes, broadcasts (radio and television), programs or otherwise, and to use and license others to use such publications, recordings, software, movie and sound films and tapes and broadcast programs in any manner of media whatsoever, including unrestricted use for purposes of publicity, information, advertising and sale promotion. I understand that the Diocese exclusively owns all rights to these recordings irrespective of the form in which they are produced or used.

I further agree to indemnify and hold the Diocese, its parishes, affiliated organizations, entities, licensees, employees and agents, and the School harmless from and against any claims and liability for damages, losses or expenses of any kind arising from the making or use of any recordings, including, without limitation, claims with respect to the Minor's privacy or publicity.

I have read and understand the contents hereof and have the right and authority to execute this release and to give this indemnification. I understand that this Release is to be interpreted under the laws of the state of Arizona without resort to its conflict of laws rules, and I hereby submit to the jurisdiction of the courts of the state of Arizona with respect to any action arising under this Release.

Parent/Guardian Consent

I am the parent or legal guardian of the minor named above. I have the legal right to consent to and do consent to the terms and conditions of this Release.

Parent/Guardian Name: _____ Date: ____ / ____ / ____

Parent/Guardian Signature: _____

Parent/Guardian Address: _____

City, State, Zip Code: _____

Appendix XII

Norms for Driving and Transporting Passengers

Diocesan Norms:

1. These norms are intended to promote a culture of safety in all Church activities that involve driving and transporting passengers. The norms will be as moderate as is prudent so that they do not unduly constrain the good work of the parishes, schools, and other institutions of the Diocese of Phoenix. Many of the specific norms are requirements of our insurance providers and may be modified from time to time as required by these insurance providers.
2. One individual in an administrative position at each location will view the on-line training "Church Transportation – Is it Necessary and Ministry-based?" once every two years. This video is located on our Catholic Mutual risk management web-site: Phoenix.CMGConnect.org.
3. Ownership and use of 11 to 15 passenger vans is prohibited.
4. The following norms apply to **ALL WHO DRIVE ON BEHALF OF PARISHES, SCHOOLS, AND OTHER INSURED ENTITIES** in the Diocese of Phoenix:
 - a. Drivers must be 21 years of age or older.
 - b. If minors are transported, driver must be 25 years of age or older.
 - c. Drivers must have a valid driver's license and no physical disability that could in any way impair their ability to drive the vehicle.
 - d. Each driver must complete a "Driver Information Sheet." The sheets are retained on file for the duration of each individual's service as a driver.
 - e. Each driver must take the "Be Smart – Drive Safe" defensive driving course located on our Catholic Mutual risk management website: Phoenix.CMGConnect.org.
 - f. Seat belts must be used at all times. Each occupant must have a seat belt. No passengers are permitted in the bed of a pick up or in the cargo area of a vehicle. This requirement does not apply to buses which are not equipped with seat belts, provided they meet the federal requirements as stated in §5.
5. **ALL BUSES**, whether owned, leased, or chartered must meet Federal Motor Vehicle Safety Standards (FMVSS) for visibility, bus body structure requirements for rollover accidents, strength of body panel joints and occupant protection requirements for passenger seating and barriers. A copy of the FMVSS regulations can be obtained from Catholic Mutual Group.
6. The following additional norms apply to those **VEHICLES OWNED OR LEASED** by our parishes, schools and other insured entities (and to the drivers of those vehicles):
 - a. Annual driving records must be obtained for frequent or regular drivers of parish or school vehicles. The record can be obtained from www.azdot.gov. The form is titled "Motor Vehicle Record Request".
 - b. Vehicles owned by our parishes, schools and other insured entities may **ONLY** be driven outside of the United States **IF** adequate insurance is purchased for the particular occasion. If such a trip is planned, the Diocesan Claims/Risk Manager must be consulted.
7. The following additional norms apply to **PRIVATELY OWNED VEHICLES** used for the business and apostolic activities of our parishes, schools and other insured entities (and to the drivers of those vehicles):
 - a. The vehicle must be currently registered and in good operating condition and have all safety equipment as required by law.
 - b. The vehicle must be insured for the following minimum liability limits: \$100,000 per person and \$300,000 per accident.
8. The following additional norms apply to those **VEHICLES RENTED** by our parishes, schools and other insured entities (and to the drivers of those vehicles):

- a. When a vehicle is being rented or leased and the following conditions are met, liability insurance must be purchased from the rental agency: (a) minors will be transported in the vehicle or (b) individuals who are not employees of one of our insured entities will be transported in the vehicle.
 - b. If vehicle will be driven to Mexico, purchase Mexican Insurance. Make two copies and keep one in the vehicle and one with the group leader.
9. The following additional norm applies to those **VEHICLES CHARTERED** by our parishes, schools and other insured entities:
- a. Obtain a Certificate of Auto Liability naming the Diocese and location as an additional insured. Minimum liability limits are \$1,000,000 combined single limit. If more than 15 people are being transported then minimum acceptable limits are \$5,000,000 combined single limit.

Related Policy Information:

1. Addendum A to the Norms for Driving and Transporting Passengers contains our required "Driver Information Sheet".
2. The on-line Motor Vehicle Record Request form from the Arizona Department of Transportation can be found here: [ADOT MV Record Request](#).
3. The Arizona Department of Insurance provides some useful information about comparative rates for vehicle insurance policies at their site here: [Auto Premium Comparisons](#).

Appendix XIII

Driver Information Sheet

Please complete one sheet for each driver and one sheet for each private vehicle used

Driver Information:

Name: _____ Date of Birth: _____

Address: _____ Phone #: _____

Drivers License #: _____ Date of Expiration: _____

Private Vehicle Information (private vehicles used for church/institution purposes):

Name of Owner: _____ Model of Vehicle: _____

Address of Owner: _____ Make of Vehicle: _____

Year of Vehicle: _____

License Plate # _____ Date of Expiration: _____

Insurance Information:

When using a privately owned vehicle, the insurance coverage is the limit of the insurance policy covering that specific vehicle.

Insurance Company: _____ Policy #: _____

Date of Policy Expiration: _____ Liability Limits of Policy*: _____

**Please note: The minimal acceptable limits for privately owned vehicles is \$100,000/\$300,000*

Certification:

I certify that the information given on this form is true and correct to the best of my knowledge. I understand that I must be 21 years of age or older to drive on behalf of parishes, schools or other insured entities. I must be 25 years of age or older to transport minors. I must possess a valid driver's license, have the proper and current license and vehicle registration and have the required insurance coverage in effect on any vehicle used.

I also certify that I have completed the "Be Smart – Drive Safe" defensive driving course located on our Catholic Mutual risk management website: Phoenix.CMGConnect.org.

Signature

Date

Appendix XIV

Safe Environment Compliance Form

(Vendors, Contractors and Subcontractors,
and All Parties Providing Services or Conducting Business on Church Property)

Vendors, contractors, subcontractors, service providers and all other parties conducting business on the property of a parish, school or institution of the Diocese of Phoenix (a “Diocesan location”) must meet Diocesan Safe Environment guidelines. As part of our mission to provide a safe and secure environment, all who conduct business or provide services on a Diocesan location weekly or at least 5 times a month, or who come into contact or interact in any way with minors, must agree to comply with all Diocesan Safe Environment guidelines, provide certain information regarding their organization and employees and certify that such information is correct.

This form must be completed, signed and dated by an authorized officer, director or agent of the vendor and must be returned to the diocesan location, together with proof of insurance consistent with Diocese of Phoenix risk management standards, before the vendor can conduct business or provide services at a diocesan location. Form must be completed annually.

GENERAL INFORMATION		
Name of Company:		
Type of Organization (corporation, partnership, limited liability company), and Place of Domicile:		
First Name of person completing this form:	Last Name of person completing this form:	Position/Title of Person Completing this Form:
Street Address	City, State, Zip	
Phone Number	Email Address	
What parish(es), school(s) or other diocesan institution(s) will the company be serving? List Name(s) & Location(s):		
What services will the company be performing at said parish(es), school(s) or other diocesan institution(s)?		
What will be the length of the project or work to be performed at said institution(s)? (Dates)		
How many times per week will the Company’s employees be on the property of said institution(s)?		

EMPLOYEE INFORMATION			
Names and positions of all employees, agents, contractors or subcontractors of the Company (hereinafter "Employees") who may come into contact or interact in any way with minors on the property of a diocesan location or who will be on the property of a diocesan location weekly or at least 5 times per month:			
Employee Name (First and Last)	Position	Diocesan Location	Supervisor Name

CERTIFICATIONS – Please read each statement and initial on the line to the left (*do not make check marks*)

(Initials only)

_____ I certify that all Employees listed above have completed a fingerprint clearance check, and have furnished the Company with proof of DPS fingerprint clearance or front and back of FBI Fingerprint Clearance Card or have completed a state and federal criminal background checks

(Initials only)

_____ I certify that DPS/FBI fingerprint clearances or state and federal criminal background checks have been furnished by all of the Employees listed above, and by any other Employees who may come into contact or interact in any way with minors on the premises of a diocesan location or who may be on the property of a diocesan location weekly or at least 5 times per month, and I certify that the clearance cards indicate that all of the Employees listed above have "NoRecord."

(Initials only)

_____ I certify that none of the Employees listed above, and that none of the other Employees who may come into contact or interact in any way with minors at a diocesan location or who may be on the property of a diocesan location weekly or at least 5 times per month, are either awaiting trial or have ever been convicted or have ever admitted in open court or pursuant to a plea agreement to having committed any of the criminal offenses set forth below, either in Arizona or in any other state:

1. Sexual abuse of a minor
2. Incest
3. First or second-degree murder
4. Kidnapping
5. Arson
6. Sexual assault
7. Sexual exploitation of a minor
8. Felony offenses involving contributing to the delinquency of a minor
9. Commercial sexual exploitation of a minor
10. Felony offenses involving sale, distribution or transportation of, offer to sell, transport, or distribute or conspiracy to sell, transport or distribute marijuana or dangerous or narcotic drugs
11. Felony offenses involving the possession or use of marijuana, dangerous drugs or narcotic drugs
12. Misdemeanor offenses involving the possession or use of marijuana or dangerous drugs
13. Burglary in the first degree
14. Burglary in the second or third degree
15. Aggravated or armed robbery
16. Robbery
17. A dangerous crime against children as defined in Arizona Revised Statute 13-705
18. Child abuse
19. Sexual conduct with a minor
20. Molestation of a child
21. Manslaughter
22. Aggravated assault
23. Assault
24. Exploitation of minors involving drug offenses
25. Felony offenses involving fraud, misrepresentation, theft, embezzlement or misappropriation

Appendix XV

Safe Environment Outside Organization Compliance Form

Ministries, support groups, community groups and other outside organizations whose purposes and activities are consistent with the mission and teachings of the Catholic Church may be permitted to use Church property from time to time in the discretion of the Diocesan location. As part of the mission to provide a safe and secure environment, all such outside organizations who come into contact or interact in any way with minors or who host events weekly or at least 5 times per month at a diocesan location must meet Diocesan Safe Environment guidelines. All organization leaders who will be on premises during hosted events/meetings must provide information regarding themselves and their organization by completing this Compliance Form annually.

OUTSIDE ORGANIZATION INFORMATION					
Name of Organization:					
Type of Organization and Address:					
Type of service provided by Organization:					
Reason organization is meeting on diocesan premise(s):					
Name(s) and city(ies) of parish(es), school(s) or diocesan institution(s) where you serve as a leader for your organization:					
Activities your organization is engaged in at said parish(es), school(s) or diocesan institution(s):					
How often will organization use the parish(es), school(s) or diocesan institution(s) facility (e.g., 1 hour/week; 2 hours/6 times per month):					
LEADERSHIP INFORMATION					
Legal First Name:		Legal Last Name:		Middle Initial:	Date of Birth:
Home Street Address:		City:	State:	Zip Code:	<input type="checkbox"/> Male <input type="checkbox"/> Female
Length at address _____ Years _____ Months					
If you have resided at this location less than 3 years list previous address(es) below.					
Most Recent Previous Address:		City:		State:	Zip Code:
Additional Previous Address:		City:		State:	Zip Code:
Home Phone Number:	Cell Phone Number:	Organization Position/Title:			
E-mail Address:					

REFERENCES FOR LEADERSHIP PERSON (A minimum of three required. If residing in Diocese of Phoenix less than three years two of the references must be from previous location.)		
Reference Name (Professional):	Email Address:	Daytime Phone Number:
How do you know this reference and for how long?		Agreed to be a reference: <input type="checkbox"/> Yes <input type="checkbox"/> No
Reference Name (Professional):	Email Address:	Daytime Phone Number:
How do you know this reference and for how long?		Agreed to be a reference: <input type="checkbox"/> Yes <input type="checkbox"/> No
Reference Name: (Personal/Non-Family Member)	Email Address:	Daytime Phone Number:
How do you know this reference and for how long?		Agreed to be a reference: <input type="checkbox"/> Yes <input type="checkbox"/> No
Reference Name: (Personal/Family Member)	Email Address:	Daytime Phone Number:
How do you know this reference and for how long?		Agreed to be a reference: <input type="checkbox"/> Yes <input type="checkbox"/> No
Reference Name: (Personal / Family Member)	Email Address:	Daytime Phone Number:
How do you know this reference and for how long?		Agreed to be a reference: <input type="checkbox"/> Yes <input type="checkbox"/> No

BACKGROUND CHECK INFORMATION

Have you changed your last name in the past 5 years?

Yes No

If yes, was name change due to a marriage/divorce?

Yes No

If yes, what was your previous last name? _____

Have you, or has any member of your organization that will be at a diocesan location, ever been arrested for, charged with, convicted of or admitted to physically, sexually, or emotionally abusing or assaulting a child or an adult?

Yes No

If yes, explain: _____

Have you, or any member of your organization that will be at a diocesan location, ever been arrested for, charged with, convicted of or admitted to any of the criminal offenses set forth below, either in Arizona or in any other state:

1. Sexual abuse of a minor
2. Incest
3. First or second-degree murder
4. Kidnapping
5. Arson
6. Sexual assault
7. Sexual exploitation of a minor
8. Felony offenses involving contributing to the delinquency of a minor
9. Commercial sexual exploitation of a minor
10. Felony offenses involving sale, distribution or transportation of, offer to sell, transport, or distribute or conspiracy to sell, transport or distribute marijuana or dangerous or narcotic drugs
11. Felony offenses involving the possession or use of marijuana, dangerous drugs or narcotic drugs
12. Misdemeanor offenses involving the possession or use of marijuana or dangerous drugs
13. Burglary in the first degree
14. Burglary in the second or third degree
15. Aggravated or armed robbery
16. Robbery
17. A dangerous crime against children as defined in Arizona Revised Statute 13-705
18. Child abuse
19. Sexual conduct with a minor
20. Molestation of a child
21. Manslaughter
22. Aggravated assault
23. Assault
24. Exploitation of minors involving drug offenses
25. Felony offenses involving fraud, misrepresentation, theft, embezzlement or misappropriation

Yes No

If yes, please list the offense, date, jurisdiction and outcome: _____

Do you, or to your knowledge, does any member of your organization have any outstanding warrants, either in Arizona or in any other state?

Yes No

If yes, list reason for warrant: _____

Do you, or does any member of your organization that will be at a diocesan location, have anyone living in your/their home that is a registered sex offender, been accused of or is awaiting trial for a criminal offense against a child?

Yes No

If yes, explain: _____

FOUNDATION SAFE ENVIRONMENT TRAINING CLASS FOR LEADERSHIP PERSON		
Class Name: _____	Date: _____	
Location of Class: _____		
CERTIFICATIONS – Please read each statement and <i>initial</i> on the line to the left (<i>do not make check marks</i>).		
(Initials only) _____ I understand that the Diocese of Phoenix Policy and Procedures for the Protection of Minors is available at https://dphx.org or Phoenix.CMGConnect.org and the Company will ensure that members of the organization that will be on a diocesan location will abide by said policy, and that the organization will be responsible for any violations of such policy by such parties. All parties will conduct themselves in an appropriate manner by exhibiting respect and professional behavior that is required in the presence of minors and in sacred places.		
(Initials only) _____ I certify that all members of the organization who may come into contact or interact in any way with minors on the premises of a diocesan location or who may be on the property of a diocesan location weekly or at least 5 times per month, have been the subject of criminal background checks and/or other appropriate screening to identify factors that may pose an unreasonable risk to minors, and that no person who has ever been arrested for, charged with, convicted of or admitted to any of the criminal offenses set forth above will be permitted to come on to the property of a diocesan location at any time.		
(Initials only) _____ I certify that I will update this form annually or as necessary to ensure that it remains true and correct and includes any new members who may come into contact or interact in any way with minors at a diocesan location or who may be on the property of a diocesan location weekly or at least 5 times per month. I further certify that all statements and information contained in this Compliance Form are true and that any misrepresentation, inaccuracy or omission is cause for rejection of the organization's permission to be on the property of a Diocese of Phoenix location. Organization shall indemnify and defend the Diocese of Phoenix, the diocesan location, and their employees, agents and representatives from, any and all claims and liabilities arising from violation of the <i>Policy and Procedures for the Protection of Minors</i> by organization, its members or agents.		
_____	_____	_____
Print Name	Signature	Date

Diocesan Safe Environment Requirements for Outside Organizations

Outside organizations who come into contact or interact in any way with minors or who host events/meetings weekly or at least 5 times per month at a diocesan location must meet the following requirements:

1. All leaders (permanent/temporary/replacement), who will be on the premises during hosted events/meetings must be in compliance with volunteer SET requirements. This means that all leaders who will be on the premises must:
 - a. Complete annual SET
 - b. Complete the Outside Organization Compliance Form updated as applicable
 - c. Sign the *Code of Ethics*
 - d. Submit to a face-to-face interview conducted by diocesan contact
 - e. Provide evidence of a satisfactory criminal background check meeting the requirements of Article

2. Organization must submit to diocesan location office the name(s) and contact information of all leaders who will be on the premises during hosted events/meetings.

Appendix XVI

QUICK REFERENCE

Adult Protective Services (APS)	1-877-767-2385 https://des.az.gov/services/aging-and-adult/arizona-adult-protective-services-aps
Catholic Mutual Insurance	602-354-2181
Catholic Schools Office	602-354-2345 https://catholicschoolsphx.org/en/home-2/
CMG Connect Tech Support	833-993-1667 Email: cmgconnect@catholicmutual.org
Chancery Office	602-354-2470
Department of Child Safety (DCS)	1-888-767-2445 https://dcs.az.gov/
Diaconate Office	602-354-2013
Diocesan Pastoral Center	602-354-2000
Human Resources Department	602-354-2201 https://dphx.org/paso/
Legal Department	602-354-2474
Office of Child and Youth Protection (OCYP)	Office: 602-354-2396 After hours: 602-463-8140 Email: ocyp@dphx.org https://dphx.org/youth-protection/
Reporting Hotline	877-850-0003 (English) 800-216-1288 (Spanish) www.lighthouse-services.com/dphx
Safe Environment Training Office (SET)	602-354-2208 Email: safeenvironment@dphx.org
SET Database (CMG)	https://phoenix.cmgconnect.org/
Vicar for Priests Office	602-354-2478

Notes