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# DIOCESE *of* GAYLORD

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## **POLICY TO MAINTAIN A SAFE ENVIRONMENT FOR MINORS AND FOR VULNERABLE ADULTS AS OF JULY 1, 2021**

### **Preface**

The objective of this policy is to promote and maintain a safe environment for minors and vulnerable adults who participate in the life of the local Church at the Diocese, its parishes and at parish schools.

### **Eligibility for Service**

A satisfactory background check is a condition precedent to an individual's eligibility for initial service to and for continued service to the Diocese, its parishes and its parish schools for:

- All clergy, all religious and all adult employees.
- Those adult contractors and those adult volunteers whose duties involve contact with minors or with vulnerable adults on a regular basis.
- Those adult contractors and those adult volunteers whose duties involve contact with minors or with vulnerable adults on an irregular basis for extended hours intermittently.
- Those individuals serving in other roles as the Diocese, a parish or a parish school deems appropriate.

Individuals who have been found guilty of sexual misconduct and/or abuse or who have pled guilty to or otherwise admitted to acts of sexual misconduct and/or abuse are prohibited from providing services of any nature, including volunteer services, to the Diocese, the parishes or the parish schools.

Individuals who have been found guilty of or who have pled guilty to or otherwise admitted to crimes, misdemeanors or conduct that does not involve sexual misconduct and/or abuse may be considered for service to the Diocese, the parishes or the parish schools on a case-by-case basis.

### **Standards of Conduct**

A person whose service to the Diocese or its parishes or parish schools includes contact with minors or vulnerable adults shall implement and adhere to the "Protocols for Ministry to Minors and to Vulnerable Adults." The objective of these Protocols is to establish that one adult is not to be alone with or communicating solely with a minor or vulnerable adult unless it is necessary to do so for an appropriate purpose (e.g., pastoral counseling) and during such a necessary get-together the arrangements utilized provide visibility. These Protocols are contained in the accompanying document, and incorporated herein by reference.

## Education and Formation

### *Children and Youth*

The curriculum taught in the parish schools and religious education programs, including youth ministry, shall include age-appropriate content or learning experiences for students to learn about appropriate boundaries for a person's interactions with others. The Diocese will establish what curriculum content or learning experiences meet this objective.

### *Adults*

Completion of training that promotes awareness and understanding of how to maintain a safe environment for minors and for vulnerable adults is required of the following adults:

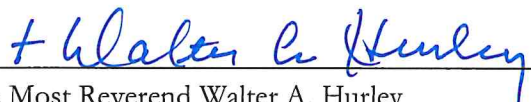
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- Those individuals serving in other roles as the Diocese, a parish or a parish school deems appropriate.

The Diocese will establish what training content meets this objective, as well as the frequency thereof.

### *Incremental for Clergy and Clergy in Formation*

The Diocese shall also assist clergy and clergy candidates to live out their vocation in faithful and integral ways, among other things, via participation in programs of human formation for chastity and celibacy as further described in Article 17 of the Charter for the Protection of Children and Young People issued by the United States Conference of Catholic Bishops.

APPROVED BY:

  
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The Most Reverend Walter A. Hurley,  
Apostolic Administrator of the Diocese of Gaylord

Date: July 1, 2021