



The Marianists
PROVINCE OF THE UNITED STATES

Policies for the
Protection of Children and
Vulnerable Persons

October 2015

INTRODUCTION

The obligation and duty of the Marianist Province of the United States to protect children and vulnerable persons from all forms of abuse is a sacred trust that flows from the God-given dignity of every human being and our Marianist call “to follow in a special way Jesus Christ, Son of God, become Son of Mary for the salvation of all” (Rule of Life, 2).

Abuse and neglect of children and vulnerable persons are contrary to the teaching of the Church. In the ideal world, abuse would never happen. Sadly, however, abuse of children is a reality in our society and in our Church. Our founder, Blessed William Joseph Chaminade, responded to the crisis of his times and worked to protect the most vulnerable in society, especially the poor and youth. In the same spirit, we respond to the crisis of abuse in our society and our Church by a commitment to education, healing and reconciliation.

These policies are aimed at protecting children and vulnerable persons from all forms of abuse and neglect but especially sexual abuse. They are also intended to protect members of the Province from situations that could lead to a false allegation of sexual abuse.

Specifically, these policies provide directives for handling allegations of sexual abuse of minors and vulnerable persons. They provide requirements for the reporting and investigation of such allegations and assure the means of outreach both to those who have been abused and to the communities harmed by these actions. They describe a process for return to ministry for those exonerated as well as a means of support for them. Finally, they call for Marianist religious to take seriously all reports of possible sexual abuse by members of the Province of the United States, or its employees, and to be committed to the effective implementation of these policies.

Principles Guiding These Policies

1. There is no tolerance for any form of sexual abuse of minors or vulnerable persons in the Province of the United States. This is true even if criminal or civil statutes of limitation apply.
2. These policies pertain to all professed religious of the Marianist Province of the United States (“Province”), and to all novices and aspirants. For the sake of these policies all three stages of membership (professed, novices, and aspirants) are included in the term “member.”
3. The sexual abuse of children and vulnerable persons is “by every standard wrong and rightly considered a crime by society; it is an appalling sin in the eyes of God” (John Paul II, April 23, 2002). The harm caused by sexual abuse of children and vulnerable persons is devastating and long lasting.
4. When a member is involved in sexual misconduct with children and vulnerable persons, the relationship of trust that is essential for ministry is compromised. The Province will have in place continuing education and moral formation for its members to help prevent such behavior from occurring. The Province will respond quickly, assertively and pastorally to any allegation of such behavior.
5. If a member is accused of sexual misconduct with a child or vulnerable person, the Provincial or his designate will respond pastorally to the alleged victim, the alleged victim’s family, the member involved, and the local Marianist community. As appropriate, the local ordinary and the place where the brother is ministering or has ministered will be notified. The Provincial or his designate will also report allegations of sexual abuse to civil authorities and will comply with all civil jurisdictional requirements. The goal of all action by the Provincial is to promote healing, understanding, pastoral reconciliation, and a just resolution. A primary concern is the safety and care of alleged victims, families and possible future victims. Other concerns are: care of the local Marianist community, the pastoral care of the faith community where the alleged allegation took place, the pastoral care for our members, and the integrity of the Province and the Church.
6. The Province has a responsibility to do whatever is possible to prevent occurrences of sexual abuse. This includes: careful screening of candidates; assuring that our members are provided with education and moral formation regarding sexuality and the nature and effect of sexual misconduct with children and vulnerable persons; and, the maintaining of adequate records from one administration to subsequent administrations. This also includes the training of local community directors to be aware of situations or behaviors within the community that are suspicious, inappropriate or risky, to respond

to these in an effective manner, and to immediately report this information to the Provincial or his designate.

7. If a member has been involved in sexual abuse of children or vulnerable persons, the Provincial has a responsibility to seek appropriate professional counsel to determine the fitness of the member for any future internal assignments. A well-monitored program of treatment and after-care prior to consideration of the return of a member to restricted internal assignment must be established in each case.

Definitions

The following definitions are understood to apply throughout this policy statement:

- For the sake of these policies all three stages of membership (professed, novices, and aspirants) are included in the term **member**.
- The term **sexual abuse** refers to sexual contact between a member and a child or vulnerable person.
- For purposes of this policy, **sexual contact** is defined as vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of sex. Penetration, however light, is sufficient to complete vaginal or anal intercourse. In addition, sexual contact also includes the touching of an erogenous zone of another (including, without limitation, the thighs, genitals, buttocks, pubic region, or, if the person is a female, a breast), whether over or under clothing, for the purpose of sexually arousing or gratifying either person.
- **Vulnerable persons** include all children **under the age of 18 years** and any persons 18 years of age or older who, because of impairment of mental or physical function, emotional status, or the nature of the relationship to the alleged perpetrator in question, are unable or unlikely to report abuse or neglect without assistance.
- For purposes of these policies, sexual abuse is not only a civil matter but also includes canonical ramifications.

A. Policies for Maintaining Ethical Ministry with Children and Vulnerable Persons

Screening and Formation of Candidates

1. While respecting the reputation and privacy of the applicant, the Province Vocation Director oversees the screening process of applicants to the aspirancy for behavioral tendencies that may indicate a psychological predisposition to sexual misconduct. Included in this screening are the following:
 - Criminal background checks performed on all applicants to the aspirancy program.
 - Face-to-face interviews with more than one member of the vocation team.
 - Check at least three personal (one of which is a family member) and two professional references.
 - Psychological testing, including a psychosexual component, and a clinical interview processing the results of the testing.
2. The Province Vocation Director meets with the applicant to share with him the findings from the screening process and, in the case of non-acceptance, informs him of this and makes appropriate recommendations for counseling and treatment.
3. When an applicant is accepted by the Provincial Council as a candidate, he enters into a period which is called initial formation. This period of initial formation, which extends for a minimum of six years, includes aspirancy, novitiate, and temporary profession. Each level of formation will have specific curricula in terms of readings, workshops, and reflections on the development of healthy adult sexual integration within a chaste, celibate life commitment.
4. At each level of formation, the candidate is evaluated by both the formation directors and the brothers with whom he lives as to his capacity to develop and maintain healthy, adult, loving, celibate relationships with both women and men. This formation, initiated during the candidacy period, is a life-long process.
5. If an allegation of sexual misconduct is substantiated concerning a candidate, he will not continue in the Province formation program.
6. Vocation and formation personnel will be trained in the identification of candidates who may be at higher risk to sexually abuse a minor.

Educational Policies

1. The Province is committed to promoting the healthy physical, psychological, emotional, moral and spiritual development of each of its members. An important aspect of this is adult sexual integration.
2. The Province offers in-service training and educational programs for its members regarding healthy sexual integration, religious celibacy, sexual misconduct, reporting requirements and the Province's policies and procedures regarding allegations of sexual misconduct. These are done through the yearly Praesidium educational component and the Office of Religious Life's Zeal and Mission efforts.
3. All members of the Province receive a copy of these policies and are responsible to know and understand them. All members must sign an affidavit indicating their understanding of these policies and their willingness to comply with them. These affidavits are returned to the Assistant Provincial and maintained in his office.
4. Following the revision of these policies every three years, members will be asked if they have any questions or clarifications about the policies in the revised manual. Directors will be asked each year at the annual Directors Meeting about clarifications they need for the educational component for that year. For members living outside of a Marianist community, the annual visitation following the revision of these policies will include a review of these policies.
5. Dioceses and institutions in which members serve also have child protection policies. Members are responsible to know, understand, and comply with these policies. Members in professions that have legal reporting requirements are responsible for following state law and regulations for their professions.
6. Ongoing communication between the Provincial Council and the members of the Province and its ministries on these issues are a part of the usual Province communication.
7. The Province will appoint a Child Protection Coordinator to ensure compliance with all policies described in these Policies for the Protection of Children and Vulnerable Adults. The policies set forth in this manual will be updated every three years. They will be reviewed by the Province Review Board and by the members of the Provincial Chapter. After approval by the Provincial Council they will be shared with the membership and each member of the Province will sign the enclosed "Affirmation and Acknowledgement" form.
8. Marianist brothers and priests from another province, region, district or sector or religious from another religious congregation, or diocesan priests/deacons/seminarians, who are residing for more than 60 days in a Marianist Community are obligated to sign and return the form located at the end of this document. This will indicate they have read, understood

and agree to the Policies for the Protection of Children and Vulnerable Persons. For religious from other congregations or for diocesan priests/deacons or seminarians, the Province of the United States must have written permission from the individual's major superior, indicating that he is a member in good standing and has had no allegations of sexual abuse of a minor; the superior must also indicate the duration of the residency. If the visitor resides in the house for more than a year, he must participate in the yearly Praesidium educational component with the community.

Ministering with Love and Prudence

1. Our ministry of love and healing must be exercised with prudence, especially in regard to the hospitality offered by our communities. Hospitality is one of the characteristic virtues of Marianist communities. However, young persons under the age of 18 will not be offered overnight hospitality in our communities without a parent or guardian present and the permission of the community director. No person under the age of 18 is to be alone with a member in his private room at any time. No person (other than an adult family member or fellow brother) is permitted to spend the night in the same room with a member.
2. Professional standards should mark every aspect of both formal and informal counseling conducted in the community residence or places of ministry. Whenever possible, counseling should be conducted in a professional ministerial setting. When a counselee is seen within the community residence, it should always be in a public room of the residence.
3. No member of the Province will ever chaperone alone an overnight trip or activity with a person or persons under the age of 18. Programs for children and vulnerable persons in which members are involved must be supervised by at least two adults. Transporting children and vulnerable persons should be done only with written permission of their parent or guardian and there must be at least two adults in the vehicle. Children and vulnerable persons should be transported directly to their destination. Changing and showering facilities or sleeping arrangements for members must be separate from facilities or arrangements for children and vulnerable persons. Being nude in the presence of children or vulnerable persons and sleeping in the same beds, sleeping bags or small tents is prohibited even if the minor is a part of the member's natural family.
4. Appropriate affection between members and children and vulnerable persons, including minors who are a part of the member's natural family, constitutes a positive part of Church life and ministry. The following forms of affection are regarded as appropriate examples for members in ministry roles with children and vulnerable persons: hugs, pats on the shoulder or back, hand-shakes, verbal praise, holding hands while walking small children, holding hands during prayer and similar activities. In all cases, it must be public, appropriate and non-sexual.

5. The following forms of physical affection with children have often been used by adults to initiate inappropriate sexual contact with children and, therefore, are examples of inappropriate expressions of affection: kissing on the mouth; touching buttocks, chests or genital areas; showing affection in isolated areas such as bedrooms, closets, staff-only areas or other private rooms; being in bed with a minor; wrestling with children and vulnerable persons; tickling children and vulnerable persons; piggyback rides; any type of massage (given by a minor to an adult or an adult to a minor); compliments that relate to physique or body development; and any form of unwanted affection.
6. Members shall not engage in communications with minors and vulnerable persons through the use of electronic communications or social media except as allowed below. Social media shall include, but is not limited to, Facebook, Myspace, Twitter, Flickr, Foursquare, texting, e-mail, instant messaging, and all photo-sharing websites.

Wherever possible, for those in ministry, communications through social media must be through an organization's official e-mail, public page or website. Direct communications between adults and minors or vulnerable persons involving social media shall be limited to matters that deal with the professional relationship between an adult and minor or vulnerable person.

Members with profiles on social networking sites may not request to be friends with minors or vulnerable adults or approve friend requests from minors or vulnerable adults.

Care should be taken to maintain professional and appropriate boundaries in all communications. When posting to an organization's public page or website, members are strictly prohibited from:

- Posting comments that are or could be construed by any observer as harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating;
- Engaging in sexually oriented conversations or discussions about sexual activities;
- Posting private messages between a member and minors or vulnerable adults;
- Posting inappropriate pictures or inappropriate comments on pictures.

7. It is inappropriate to engage in any sexually oriented conversations with children and vulnerable persons unless the conversations are part of a legitimate lesson and discussion regarding human sexuality issues. On such occasions, the lessons will convey to youth the Church's teachings on these topics. If youth have further questions not answered or addressed by their individual teachers, they should be referred to their parents or guardians for clarification or counseling.

8. Other behaviors (some punishable by law) are prohibited in the presence of children and vulnerable persons:
 - Possessing and sharing sexually oriented or morally inappropriate printed materials (magazines, cards, videos, films, clothing, etc.).
 - Possessing child pornography and sharing pornography, including computerized images.
 - Using, possessing, or being under the influence of illegal drugs.
 - Providing or allowing children and vulnerable persons to consume alcohol or illegal drugs.
 - Using, possessing, or being under the influence of alcohol while supervising children and vulnerable persons.
9. Using physical discipline in any way for behavior management of children and vulnerable persons is unacceptable. This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction for inappropriate behaviors by children and vulnerable persons. This prohibition also includes speaking to children and vulnerable persons in a way that is harsh, threatening, intimidating, shaming, derogatory, demeaning, or humiliating.
10. Because sexual abuse of children is often the end result of a developing relationship, it is important that members be caring and vigilant toward one another. When a member exhibits warning signs of unhealthy boundaries or relationships with children and vulnerable persons, his fellow brothers should approach him with a sense of fraternal support and correction. The concern also must be shared with the local community director. If the member does not respond with a change of behavior, the behavior is reported to the Provincial or his designee, by the community director, so that an intervention can be made before the violation of boundaries leads to an act of sexual misconduct. If the member initially ceases the problematic behavior but the behavior is observed again, it is essential that the community director personally inform the Provincial so steps may be taken to interrupt the inappropriate behavior.
11. Local communities will periodically evaluate these policies and discuss them at the community meeting when the educational component is completed. It is expected that all Province-sponsored ministries will meet the safe environment requirements established by the dioceses in which the ministries are located. Members are required to know these requirements and abide by them.
12. No person with a sex offense conviction will knowingly be kept in service or be considered for placement or hire by the Province.

B. Policies and Procedures Regarding Allegations of Sexual Misconduct

The response of the Province to an allegation of sexual misconduct will be conducted in a spirit of charity and compassion, both for the alleged victim and his or her family, as well as for the person against whom an allegation has been made.

How Allegations of Sexual Misconduct are Handled

1. If a member is made aware of an allegation of sexual abuse of a current minor, he is obligated to report the allegation to the proper civil authorities. The member may contact the Child Protection Coordinator of the Province for guidance.
2. If the report of an allegation which involves the sexual abuse of a current minor comes outside of an institutional ministry, the allegation is reported to the proper civil authorities. This is mandatory. If the allegation involves the sexual abuse of a victim who is no longer a minor, it is reported to the proper civil authorities in accordance with state and local reporting laws.
3. Any allegation of sexual misconduct by a member will be reported immediately to the Provincial or, in the Provincial's absence, to the Assistant Provincial or to the Child Protection Coordinator. Allegations should be reported promptly and in person, or by telephone, and then subsequently in writing.
4. The written record of the allegation should provide, if possible, the name of the member who is the subject of the allegation, the name or names of the alleged victim or victims, an accurate description of the alleged misconduct, the relevant dates, times and circumstances in which the misconduct allegedly occurred and the names, addresses, and telephone numbers of other persons who may have knowledge of the alleged misconduct.
5. Any member, including a community director, who fails to make a report when required by this policy will be subject to disciplinary action by the Provincial and may be subject to applicable local or state laws.
6. No retribution will be made by the Province against a person making an allegation of sexual misconduct in subjective good faith against a member of the Province. An allegation of sexual misconduct made in subjective good faith may turn out to be impossible to substantiate or may even be false. At the same time, the rights of a member to confidentiality, respect, due process and a good name will be protected and defended as much as possible and appropriate.

7. Nothing in these policies requires the violation of any legal privilege for confidentiality, including the seal of the confessional. However, a knowledge or suspicion of sexual abuse of a minor or vulnerable person, received in situations outside the strict context of a sacramental reconciliation, must be reported when required by law and by these policies.

Role of the Provincial/Designee in an Allegation against a Province Member

When an allegation is brought forward, the Provincial or his designee initiates the following:

1. A Victim Assistance Coordinator (VAC) will be directed to respond to the victim and the accused member in a timely manner (24 to 48 hours). This person, identified by the Provincial to assist in addressing allegations of sexual abuse or misconduct may be a member of the Province, he may be the VAC from the diocese or archdiocese in which the alleged victim lives, or another third party who has expertise in counseling and working with victims of sexual abuse. The Victim Assistance Coordinator will:
 - Listen and offer support and professional resources to the alleged victim and other affected persons, assisting with referrals to therapists and/or support groups.
 - The alleged victim will determine from which source she or he wishes to receive such services, and will be reimbursed for reasonable expenses.
 - Explain to the alleged victim the Province's response to the allegations raised unless this has already been done by the Provincial or his designee.
 - Coordinate communications between the alleged victim and/or family and the Province, keeping all parties apprised of developments in the case.
 - Make a full report of all exchanges to the Provincial for referral to the Province Review Board.
2. An independent and professional investigator, identified by the Provincial, will be directed to begin an administrative investigation, in a timely manner, conducted on behalf of the Province regardless of any civil investigation taking place.
3. The Province Review Board will be notified of the specific allegation, what is known at that point, and the directions given the VAC and the investigator.
4. The National Director of Communications will be notified of the specific allegation, what is known at that point, and the direction given the VAC and the investigator.

When an allegation is brought forward, the Provincial or his designee will respond in the following manner:

1. Offers to meet with the alleged victim, the persons making the report and others who may have relevant information. In this initial conversation, he will make a sincere effort to determine the personal needs of the individual making the allegation and will offer a course of personal counseling to assist in the healing process.
2. Refers the case to a Victim Assistance Coordinator. The Victim Assistance Coordinator maintains a professional relationship with the alleged victim and/or family and does not act officially as a therapist, attorney, or spiritual director.
3. Informs the member of the allegation and asks for his response to it. A written and signed report is kept of this meeting. The rights of the individual member to privacy and confidentiality are respected. He will be informed in a timely fashion and consulted throughout the investigation and review process. At the same time, the Provincial remains concerned about the health and well-being of the member throughout the process.
4. Informs the local community director of the allegation.
5. Notifies the ordinary of the diocese or archdiocese where the alleged abuse took place and where the accused member is currently residing, as appropriate to the circumstances. He also notifies the employer of the place where the alleged abuse took place and where the accused member is currently employed, as appropriate to the circumstances.
6. Meets with the accused member about the allegation and explains the procedures that will be followed. If the allegation involves sexual abuse with a minor, he informs the accused that the specific allegation of abuse has been reported or will be reported to the appropriate authorities. An accused member is entitled to personal legal counsel apart from the Province and will be informed that the Province will cover appropriate legal and canonical expenses. The member will be encouraged to obtain counseling, if appropriate, and will be offered spiritual support during an investigation. A complete record will be made of all conversations.
7. Complies with all civil reporting requirements related to sexual abuse for the jurisdiction where the abuse allegedly occurred. The Province will cooperate in any investigation duly mandated by law.
8. Meets with the local community and director to determine the healing needs of the community in dealing with the allegation. Together they will develop and implement, after consultation, a planned response to the wider community. They will offer to provide independent counseling and/or spiritual direction to those affected by the allegations.

9. In the case of a credible allegation of sexual abuse of a minor, he relieves the accused member of ministry until determination of further action is made. If the accused member is ordained, he may not publicly celebrate the Eucharist, administer the sacraments, preach or engage in any form of public ministry until the matter is resolved. According to Canon 1722, the Provincial or his designee may impose other restrictions on the accused if he judges the case warrants them. This action does not imply any judgement of the truth or falsity of the allegation.
10. Notifies the Province's insurance carriers of a potential claim and complies with the terms of any applicable policies. The Province legal counsel will also be notified and all pertinent information shared about the allegation.
11. Involves both the Province National Director of Communications and a qualified investigator in the handling of the case.

The Investigator

1. Administrative investigations will be conducted by a professional with training and demonstrated experience in the investigation of sex crimes and/or child sexual abuse.
2. The purpose of the administrative investigation is to collect complete and accurate information pertaining to any report so that sound decisions may be made regarding personnel, treatment of victim, treatment of offender and other issues concerning the implementation of this policy.
3. The investigator will conduct an administrative investigation and submit a report, including support materials, written statements and oral summaries, to the Province Review Board and the Provincial for review. Province members will give the investigator full cooperation.
4. The investigation will proceed regardless of whether civil or criminal action is pending, providing that the administrative investigation does not interfere with an investigation by civil authorities.
5. All investigations will be handled with due regard for confidentiality and privacy. The investigation must always be conducted with professional discretion and handled with due care, in order that the investigation does not endanger anyone's good name and reputation. In an appropriate fashion, the Provincial shares the results of the investigation with the member involved.
6. If the victim is a minor, and the victim is questioned, the interview will be conducted by an appropriate professional as advised by the Province legal counsel. Every effort will be made to limit the number of such interviews.

7. It is desirable that, whenever possible, the investigation includes interviews with the alleged victim, the victim's parents or guardian, the person making the initial report, the accused person and any other person who may have knowledge of the incident.
8. Anonymous reports are unhelpful and are difficult to assess. However, anonymous reports will be evaluated and investigated in a responsible and practical manner by the Provincial in consultation with the Province Review Board.
9. If, during the course of an administrative investigation, new information that has significance is received which supports a report that previously was considered not supported, it will be treated as a new report, and will be assigned for investigation. The new information will be shared with local legal authorities. The procedures set forth in this section will then be followed.
10. When an allegation of abuse against a member is unsubstantiated or judged to be false, the Provincial will provide assistance in the difficult task of rehabilitation of the member's good name, reputation and ministry.

The Province Review Board

1. The Provincial and the Provincial Council have established a Province Review Board (Board) for the purpose of providing advice on the implementation and administration of the Policies for the Protection of Children and Vulnerable Persons of the Province and the response to allegations of sexual misconduct. The Board exists solely to provide such advice and has no independent power or authority.
2. This Board consists of a member of the Provincial Council, and the following non-Province members: legal counsel, a psychologist or psychiatrist, and at least two others, possibly an expert in Canon law. The membership of the Board is approved by the Provincial Council.
3. After an investigation is made, the Board is convened in order to review reports by the VAC, the investigator, and any civil authorities so that the Board can submit an advisory recommendation.
4. The roles, responsibilities and procedures of the Board are included in the Province Review Board Policies and Procedures.

The National Director of Communications

1. The Provincial notifies the National Director of Communications of the allegations and provides subsequent information.
2. The Provincial, working with the National Director of Communications, develops a preliminary communication strategy as a proactive response to potential media inquiries.
3. The Provincial, with the National Director of Communications, handles any media contact or inquiries regarding an alleged incident of sexual misconduct. Such inquiries will be directed to the Provincial, his designee, or the Province Director of Communications.
4. The Provincial keeps the National Director of Communications apprised of the investigative results, VAC reports, and Province Review Board recommendations. In turn, the National Director of Communications develops the appropriate, updated media communications and responses that are required.
5. In the case of removal from ministry, the Provincial, with the National Director of Communications, makes appropriate public disclosure of the reason for removal to the head of the ministry, the local Marianist community and to the ministerial community where the accused served.

When an Allegation against a Member is Substantiated

If an allegation of sexual misconduct against a member is substantiated, such as by voluntary admission or other evidence, and independent of the outcome of any civil or criminal proceeding, the following consequences will follow:

1. The Provincial or his designee will ask the accused member to undergo a diagnostic evaluation by a mental health facility qualified in these matters. If the preliminary diagnostic evaluation results in a recommendation of further evaluation and/or treatment, the Provincial or his designee will make such arrangements as quickly as possible. The Provincial or his designee will monitor an accused member's treatment while maintaining respect for the confidential relationship between the accused member and his psychological counselor.
2. If an allegation of sexual abuse with a minor is substantiated, the member may not return to **any form** of public ministry.
3. If the member chooses not to return to restricted ministry, or the Provincial does not permit him to do so, or he refuses psychological treatment, he will live in a supervised setting or will petition for dispensation from his vows and/or laicization.

4. If the member chooses not to return to restricted ministry or live in such a supervised setting, the Provincial may pursue dismissal and/or laicization according to the applicable norms of canon law.
5. At the discretion of the Provincial, the opportunity for continued therapy may be offered to the member.
6. In the case of a new assignment, the Provincial appoints a local supervisor for the member returning to restricted ministry and appropriate disclosure of the circumstances of the assignment are made to the local community director and the director of the ministry. A safety plan is drawn up and will be shared with the community director and the local supervisor.

C. Supervision and Care of Members Who Have Abused Children and Vulnerable Persons

Safety Plans

1. A safety plan will be developed for each member who has abused a child or a vulnerable adult.

Appropriate restrictions may be required for a member who is accused but the allegations have not been substantiated, if the Provincial or Province Review Board recommends that such restrictions are in the best interest of the Province and of the individual member.

The purpose of the safety plan is to:

- Provide a structure within which the member can continue his life as a vowed member of the Province.
- Provide appropriate care for the member and the opportunity for such personal conversion and rehabilitation as may be needed.
- Guide superiors, the member, and others in determining ministry, place of residence, and other activities.
- Encourage Province communities to welcome and support the member in his desire to continue his life as a member within a safe framework.
- Provide assurance that reasonable measures have been taken to prevent any future occurrence.

The following areas will be considered in preparing a safety plan for each member for whom it is required:

- Evaluation and therapy
 - Restricted internal ministry as a member
 - Appropriate work
 - Place of residence
 - Use of the internet and electronic means of communication
 - Community support and community roles
 - Contact with others
 - Travel, vacation, and retreat
 - Driving
 - Publications and publicity
 - Information for members and others
 - Consequences for non-compliance with the safety plan
2. The elements of the safety plan will depend on such factors as severity of the accusation, notoriety, age and health of the member, and the recommendations of the Province Review Board. In a separate document on safety plans, a framework is outlined with the elements to be developed in writing for each member, reviewed by the Board, and shared with the member, his superiors and supervisor, and, as appropriate, members of his local Marianist community. The safety plan will be signed by the member, his local supervisor and the Provincial.

CONCLUSION

Every year at the Provincial Chapter meeting, the Provincial or designated representative will present a confidential summary of all allegations made during the previous year. The report will include allegations, results of investigations, status of alleged or substantiated victim, status of the alleged or substantiated accused member, the outcome of any civil judgment, and the Review Board's recommendations.

By being alert and aware, the members of the Society of Mary can continue to protect children, ourselves, the Province of the United States and the Church.

*Please be certain to complete the enclosed **Affirmation and Acknowledgement of Revised Child Protection Policies** form and return it no later than Dec. 1, 2015.*