

✠ Every person has the right to be respected and treated with the dignity befitting a child of God.

✠ Every person has the right to having appropriate boundaries respected.

✠ Every person has the right to challenge any behavior or comment that is offensive or inappropriate.

✠ It is the responsibility of everyone to protect the safety of children, families, women and men, and to promote healing where there is injury with firm justice and mercy towards all.

"Sexual misconduct by a priest or deacon causes pain and suffering. Both justice and compassion call the Diocese to respond to this kind of harm. Since bringing a sexual misconduct complaint to the Diocese can be a frightening and time consuming process, the Diocese shall make every effort to move the process along in a timely, sensitive and professional manner."

-Our Promise to Protect...
Policies on Appropriate Conduct
November 2005

If you know of an incident of sexual abuse by a priest or deacon, please report it to:

Ann Fox
Diocesan Assistance Coordinator
Diocese of Green Bay
at 877-270-8174

or
920-272-8174.



If you prefer to report an incident to someone not employed by the Diocese, please call:

Dr. Robert Johnson,
Executive Director of American
Foundation of Counseling Services,
Green Bay, a facilitator
who can assist you in filing a report.
Phone 920-437-8256.

*Promise to
Protect,*



*Pledge to
Heal*

"As Bishop of this Diocese, I am committed and determined to restore trust. It is imperative that all of us continue to take seriously our responsibility to shelter from harm those most vulnerable among us."

Bishop David A. Zubik
August 16, 2004



More information can be found at
www.gbdioc.org

Should I report an act of sexual misconduct by Diocesan personnel to the Diocese?

The Diocese of Green Bay takes very seriously any and all credible complaints of sexual misconduct by members of the clergy, religious and lay staff of the Diocese.

We encourage anyone with knowledge of an act of sexual misconduct to inform the Diocese immediately so that we can take appropriate action to protect others and provide support to victims of sexual abuse.

Who can I contact to report an allegation of sexual abuse or misconduct?

Any person who wishes to report an incident of sexual misconduct by a member of the clergy, religious or lay staff of the Diocese of Green Bay should contact the Diocesan Assistance Coordinator of the Diocese as follows:

Ann Fox
Diocesan Assistance Coordinator
Diocese of Green Bay
at 877-270-8174 or
920-272-8174.

Write to: Diocesan Assistance Coordinator,
Diocese of Green Bay, P.O. Box 23825, Green Bay, WI 54305-3825.

Letters should be marked *Personal and Confidential* and indicate when and how the person making the complaint can be contacted for further information.



Safe and sacred places

Does the Diocese provide assistance to sexual abuse victims?

The Diocese is concerned about the well-being of those who have suffered abuse, and has designated a Diocesan Assistance Coordinator to help anyone who reports that he or she has been abused.

Should I report the allegation to civil authorities?

The Diocese strongly encourages any individual with an allegation to contact the civil authorities in the county where the incident(s) occurred. Even though the Diocese is providing information concerning abuse allegations with the civil authorities, it is important that they hear directly from the individual making the allegation.

What is being done to prevent sexual misconduct in the Church?

Every effort is made to assure that all persons ministering in the Diocese are aware of and will abide by the policies prohibiting sexual harassment, exploitation or abuse, and of the procedures for dealing with incidents of sexual misconduct.

All employees of the Catholic Diocese of Green Bay and its local representatives; all Priests, Deacons, and Seminarians; and any volunteer, age 18 and over, who have direct contact with children, youth, and vulnerable adults are required to attend a VIRTUS® *Protecting God's Children*™ Adult Awareness Session and complete an approved criminal background check.

Conclusion

Sexual misconduct is complex as well as terribly harmful. No simple or uniform methodology can provide an effective response because each instance has unique aspects that require adaptation.

However, our experience over the past many years tells us it is possible for individuals and communities to heal from the effects of sexual misconduct. This is not easily or quickly accomplished. Effective counseling, support groups and spiritual direction are tools which are often required for this healing.

The Diocese is committed to doing all that it can to:

- Promote safe, healthy communities of faith.
- Intervene effectively when there is sexual misconduct.
- Respond fairly and compassionately to those harmed by sexual misconduct.

The Diocese Shall Take Every Complaint Seriously

The Diocese will respond promptly and seriously to every complaint of sexual misconduct against a minor by a priest or deacon. When the Diocese receives an allegation that a priest or deacon has engaged in sexual misconduct, it will immediately begin an investigation. The Diocese will offer the alleged victim pastoral assistance and counseling that may be required. During the diocesan investigation, the rights of all those who are involved, including both the person making the allegation and the person accused of misconduct, will be protected. The person making the complaint may seek counsel to vindicate his/her rights if the person believes that the Diocese has not responded adequately to the allegation.