Catholic Diocese
of Cleveland

Policy *for the* Protection *of* Children

Promulgated 1 November 2026

Effective 1 January 2027

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1. DEFINITIONS

1.1. **Bishop**. The diocesan bishop of the Diocese or any Apostolic or Diocesan Administrator or such other person who may have authority over the Diocese under Canon Law.

1.2. **Canon Law**. The body of binding laws, norms, and juridical traditions enacted or recognized by competent ecclesiastical authority to govern the Catholic Church and its members in fulfillment of the Church's salvific mission. For the Latin Church, the principal source of universal law is the 1983 *Codex Iuris Canonici* (Code of Canon Law), together with other applicable universal and particular ecclesiastical legislation. Unless otherwise stated, all references to canons in the Policy refer to the canons of the 1983 *Code of Canon Law*.

1.3. **Charter**. The Charter for the Protection of Children and Young People established by the USCCB in 2002 and revised in 2005, 2011, 2018, and 2026. The current edition of the Charter can be found at https://www.usccb.org/offices/child-and-youth-protection/charter-protection-children-and-young-people-revised-june-2026.

1.4. **Church Personnel**. Any cleric lawfully in service of the Diocese or any other Covered Entity (including bishops, religious clerics, and Extern Priests), any seminarian enrolled a seminary of the Diocese or serving in the Diocese, or any employee or Volunteer of a Covered Entity regardless of their role.

1.5. **Civil Authorities**. Those governmental agencies responsible for the enforcement of civil laws or the protection of children. Civil Authorities include, without limitation, local police departments, county children services agencies, and federal, state, and county law enforcement agencies.

1.6. **Cleric**. A person who has received the sacrament of Holy Orders (i.e., a priest or deacon).

1.7. **Contractor**. Any entity or person that is an independent contractor, as opposed to an employee or Volunteer, who provides goods or services to a Covered Entity in exchange for payment or other form of compensation.

1.8. **Covered Entity**. The Diocese (including all Diocesan owned or operated schools), all parishes of the Diocese, any entity considered separate from the Diocese under civil law but which is considered to be part of the juridic person of the Diocese under Canon Law, any corporation or LLC (including a school) organized under civil law where the Bishop or the Diocese is a member of such corporation or LLC, and any school operated or founded by a parish where the pastor of such parish controls, is a member of, or otherwise holds an ex officio appointment in regard to the school.

1.9. **Diocese**. The Catholic Diocese of Cleveland.

1.10. **Essential Norms.** *The Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons*, promulgated December 12, 2002, entered into force March 1, 2003. Revision approved by the USCCB June 17, 2005, received *recognitio* from the Holy See January 1, 2006, promulgated May 5, 2006, entered into force May 15, 2006, and as the same may be updated from time to time. See here, beginning on page 19: https://www.usccb.org/resources/Charter-for-the-Protection-of-Children-and-Young-People-2018-final%281%29.pdf.

1.11. **Extern Priest**. A priest incardinated in another diocese but who is serving in the Diocese for a period of time with the express permission of the Diocese.

1.12. **Holy See**. The Holy See and applicable administrative offices including the Dicastery for the Doctrine of the Faith.

1.13. **Interaction with Minors**. Interaction with Minors means, with respect to any person or position, the existence of any of the following conditions:

a. having or being assigned duties that include interaction with Minors. Incidental contact with Minors or occasional proximity to Minors, particularly when other adults are present, is not considered Interaction.

b. the care, supervision, custody, or control of a Minor.

c. Any position involving regular unsupervised access to a Minor. Unsupervised access means having access to a Minor if no other person eighteen years of age or older is present in the same room or, if outdoors, no other person eighteen years of age or older is within a thirty-yard radius of the Minor or has visual contact with the Minor.

1.14. **Legal Office**. The office of the Diocese that is entrusted to provide advice, consultation and representation to the Bishop and certain Covered Entities.

1.15. **Minor**. A person under the age of 18 or a person of any age who habitually lacks the use of reason. One who "habitually lacks the use of reason" is one who, by reason of a serious and chronic or permanent condition, may be considered to be an infant under Canon Law (i.e., a person under the age of 8). See canon 97 §2.

1.16. **Policy**. This document, the Catholic Diocese of Cleveland Policy for the Protection of Children.

1.17. **Registry**. The list of names that is maintained by Legal Office regarding persons deemed ineligible or potentially ineligible for volunteering or employment by a Covered Entity as a result of an investigation conducted under Section 10 of this Policy.

1.18. **Regularly Scheduled Liturgical Minister.** Adults who are regularly scheduled as, or who regularly perform the duties of, the following: extraordinary ministers of holy communion, those who bring holy communion to the homebound, music ministers (cantors, choir members, instrumentalists), sacristans, altar servers, lectors, liturgical ministry leaders, greeters, and ushers. As a general rule, a person scheduled as or performing these functions more than once per quarter would be considered "regularly scheduled."

1.19. **Review Board**. The confidential consultative body of advisers to the Bishop established pursuant to norms 4 and 5 of the Essential Norms to advise the Bishop in matters related to allegations or suspicions of Sexual Abuse by Clerics and policies for dealing with Sexual Abuse.

1.20. **Sexual Abuse**. The commission by a Church Personnel of any of the following acts:

- Any act described in canon 1398.

- Sexual conduct with a Minor (i.e., (i) vaginal intercourse between a male and female, (ii) anal intercourse, fellatio, or cunnilingus regardless of the sex of the parties, (iii) the penetration or insertion, however slight, of any part of the body or any instrument or object of any kind into the vaginal or anal cavity).
- Sexual contact with a Minor (i.e., any touching of an erogenous zone of another, whether inside or outside of clothing, including without limitation the thigh, genitals, buttock, pubic region, breast, or nipple for the purpose of sexually arousing or gratifying either person).
- Soliciting, requesting, or attempting sexual conduct or sexual contact with a Minor.
- Forcing a Minor to perform or submit to sexual conduct or sexual contact with another or forcing another to perform or submit to sexual conduct or sexual contact with a Minor (whether such force is by violence or threat or through abuse of authority).
- Exposing one's genitals, engaging in sexual conduct or sexual contact, or masturbating under circumstances in which a reasonable person would know that such conduct would likely be viewed by a Minor.
- Acquiring, possessing, creating, producing, exhibiting, or distributing pornographic images of a Minor, including images generated by artificial intelligence, for purposes of sexual gratification of any person or for profit, regardless of the means, medium, or technology utilized.
- Displaying, sharing, or exhibiting pornography (whether child pornography or not) with a Minor either intentionally or in a manner in which a reasonable person would know that such would likely be viewed by a Minor.
- Viewing, photographing, filming, or recording video of a Minor in a state of nudity, for the purpose of sexual gratification or profit, regardless of the medium or technology used.
- Engaging in conversations of a sexual nature with a Minor for the purpose of sexual gratification.
- Any other conduct that would be considered to be a child sex crime under Ohio law.
- Attempting to do any of the above, including with persons the perpetrator believes to be Minors but who are not (e.g., law enforcement officers posing as Minors).
- Conduct described in Ohio's criminal grooming statute (ORC. 2907.071).

For the avoidance of doubt, conduct described in this section that is committed by minors that is not a crime under civil law or delict under Canon Law is not included in the definition of Sexual Abuse.

1.21. ***SST***. The Apostolic letter issued *motu proprio, Sacramentorum sanctitatis tutela*, April 30, 2001, promulgating the *Normae de gravioribus delictis Congregationi pro Doctrina Fidei reservatis* of May 18, 2001, revised May 21, 2010, and December 8, 2021. See:

- https://www.vatican.va/roman_curia/congregations/cfaith/documents/rc_con_cfaith_doc_20010518_epistula-graviora-delicta_en.html;
- https://www.vatican.va/resources/resources_norme_en.html;

- https://www.vatican.va/roman_curia/congregations/cfaith/documents/rc_con_cfaith_doc_20211011_norme-delittiriservati-cfaith_en.html.

1.22. **USCCB**. The United States Conference of Catholic Bishops.

1.23. ***Vademecum***. The *Vademecum* On Certain Points of Procedure in Treating Cases of Sexual Abuse of Minors Committed by Clerics, published July 16, 2020, revised June 5, 2022.

1.24. ***VELM***. The Apostolic letter issued *motu proprio*, *Vos estis lux mundi*, promulgated May 7, 2019, revised March 23, 2023, and entered into force April 30, 2023.

1.25. **Victim**. A Minor against whom an act of Sexual Abuse has been committed or alleged.

1.26. **Victim Assistance Coordinator**. The designated representative of the Diocese to whom reports of Sexual Abuse are made and who communicates with Victims and other reporting parties on behalf of the Diocese and performs other duties as assigned by the Diocese.

1.27. **Volunteer**. A person who provides services to a Covered Entity without compensation or expectation of compensation of any kind.

2. Application of Policy; Interpretation

This Policy applies to all Covered Entities. To the extent that this Policy conflicts with Canon Law, Canon Law shall govern and control, and the Bishop or his delegate shall have the sole responsibility for the interpretation of this Policy.

DISCLAIMER: This Policy is intended to reflect the moral and/or canonical commitments of the Diocese regarding the protection of Minors from Sexual Abuse under Canon Law. This document is not intended to create duties under civil law and should not be interpreted as creating duties or having application under civil law.

3. Policy Awareness And Acknowledgment

3.1. **Obligation to make Policy Known**. Covered Entities will ensure that all their Employees and Volunteers are aware of this Policy and its requirements.

3.2. **Reading and Acknowledgment of Policy**. All **Church Personnel** shall sign a document acknowledging that they have read the Policy, understand the Policy, and agree to abide by the Policy. The acknowledgment shall be on the form prescribed by the Diocese and submitted to the person or office designated by the applicable Covered Entity. The current version of the acknowledgments can be found in Appendix 1. In the case of a Cleric, a copy of the signed acknowledgment shall be kept in the Cleric's permanent record.

Extern Clerics may not minister in the Diocese until they have read the Policy and returned a signed acknowledgement to the Diocese and their background has been evaluated including through a criminal record check. Candidates for ordination will not be eligible for ordination until they have read the Policy and returned a signed acknowledgement to the Diocese.

4. EDUCATION

4.1. **Safe Environment Programs and Training.** In accordance with Article 12 of the Charter, the Diocese shall maintain "safe environment" programs that the Bishop deems to be in accordance with Catholic moral principles. Such programs will be conducted to provide education and training for Church Personnel as well as for Minors, parents, and others about ways to sustain and foster a safe environment for Minors, including how to prevent, report, and respond to Sexual Abuse. Church Personnel shall be required to undergo continuing training on safe environments and Sexual Abuse prevention as determined by the Diocese.

For more information on the Diocese's required safe environment programs, education, and training, see the webpage for the Diocese's Office of for the Protection of Children & Youth at https://www.dioceseofcleveland.org/offices/parish-life.

4.2. **Standards of Conduct.** The Diocese shall have standards of conduct for Church Personnel which include standards of conduct governing Church Personnel's contact and interactions with Minors. The current Standards of Conduct for the Diocese can be found on the website of the Diocese.

5. CONSEQUENCES OF ENGAGING IN CERTAIN CONDUCT / PROHIBITION ON INDIVIDUALS WITH CERTAIN CONVICTIONS

5.1. **Persons who have Engaged in Sexual Abuse or who have been Convicted of Sex Crimes involving a Minor.** When it has been appropriately established that a person has (i) committed Sexual Abuse, whether or not convicted of a crime by any civil court, (ii) been convicted of any sex offense or attempted sex offense the object of which is a Minor, regardless of whether that crime meets the definition of Sexual Abuse under this Policy, or (iii) been included on the Diocese's list of clergy against whom have been made substantiated allegations of child sexual abuse (see: https://www.dioceseofcleveland.org/healing/list-of-clergy), that person may not be (i) employed, (ii) hold any Volunteer position, (iii) or be in any way involved in the ministry of a Covered Entity, regardless of whether such employment, Volunteer position, or ministry involves any Interaction with Minors. This prohibition includes, without limitation, a prohibition on engaging in any liturgical role, such as lector, extraordinary minister of Holy Communion, choir, cantor, or altar server.

Additionally, in the case of a Cleric against whom an allegation of Sexual Abuse has been substantiated (such as where admitted by the Cleric or established after an appropriate process following Canon Law), the Cleric will be removed permanently from ecclesiastical ministry and, if warranted, dismissed from the clerical state, in accordance with Canon Law and the Essential Norms. No Cleric who has committed an act of Sexual Abuse may be transferred for a ministerial assignment in another diocese or eparchy.

5.2. **Persons Convicted of Certain other Crimes.**

5.2.1. ***Generally.*** No person may be (i) employed, (ii) hold any Volunteer position, (iii) or be in any way involved in any ministry of a Covered Entity if such a person is a Regularly Scheduled Liturgical Minister or the position involves Interaction with Minors and any of the following are true:

a. The person has a conviction for any offense listed in Ohio Revised Code 109.572(A)(1) other than an offense covered by Section 5.1 of this Policy, in which case the offense is subject to Section 5.1. A list of the offenses listed in Ohio Revised Code 109.572(A)(1) can be found in Appendix 2 of this Policy.
b. The person is listed on the National Sex Offender Public Website (https://www.nsopw.gov/) as a result of convictions for crimes not involving a Minor.

5.2.2. ***Exceptions***. The Covered Entity may make exceptions to the prohibition in Section 5.2.1 after consultation with the Office for the Protection of Children and Youth and after considering reasonably available evidence of the facts and circumstances of a particular conviction, including without limitation, the age of the conviction, the nature of the conduct in question, the reformation of the convicted individual's life after the conviction, and the nature of the employment or Volunteer position.

6. EMPLOYEES AND VOLUNTEERS; APPLICATION AND SCREENING

6.1. **Employees**.

6.1.1. **Application**. Prior to being hired or considered for hiring, each and every applicant for any employment with a Covered Entity shall:

- Submit a written application to the hiring Covered Entity.
- Provide at least three personal and/or professional references.
- Sign a release authorizing the communication of information received as part of the screening process to the hiring Covered Entity and the Diocese.

6.1.2. **Pre-employment Screening**. ***Prior to hiring or accepting any applicant for employment***, each Covered Entity will do the following:

- Review the written application of each applicant.
- Use its best efforts to speak with all references listed and keep a record of such efforts.
- Ensure that each applicant registers in the safe environment program implemented by the Diocese and review the applicant's profile in the same to confirm such person's eligibility.
- Require the applicant who is offered the position to submit to an Ohio Bureau of Criminal Investigation ("BCI") fingerprint background check in accordance with any policies or requirements that the Diocese may from time to time adopt and review the same to confirm such person's eligibility.
- Require the applicant who is offered the position to submit to a Federal Bureau of Investigation ("FBI") criminal records check if the applicant has not lived continuously in the State of Ohio for the past five years, and the Covered Entity shall review the same to confirm such person's eligibility.

- Conduct a search of the applicant's name in the search feature of the National Sex Offender Public Website (https://www.nsopw.gov/).
- Conduct an interview of the chosen candidate prior to hiring and keep a record of such efforts.

6.1.3 **Minors in Employment Positions.**

- Minors who are Employees are not subject to the safe environment registration requirements of this Policy.
- Minors who are Employees are not subject to the criminal background check requirements of this Policy unless their duties include Interaction with Minors.
- Minors are not permitted to be employed in positions whose regular work location is in either the parish office or rectory. Incidental or occasional need to perform work in the parish office or rectory is not prohibited.
- A Minor may not be employed with a Covered Entity in any capacity that involves Interaction with Minors unless such Minor will be under the direct and continuous supervision of a person at least 21 years of age.

6.2. ***Volunteers***.

6.2.1. ***Minors in Volunteer Positions***.

- A Minor may not volunteer with a Covered Entity in any capacity that involves Interaction with Minors unless such Minor will be under the direct and continuous supervision of a person at least 21 years of age.
- Minors are not permitted to volunteer in positions whose regular work location is in either a parish office or rectory. Incidental or occasional need to perform volunteer work in the parish office or rectory is not prohibited.
- Minors who are Volunteers are not subject to either the criminal background check or Volunteer safe environment registration requirements of this Policy.

6.2.2. ***Pre-Volunteering Screening***. ***Prior to accepting any person (other than a Minor) in any Volunteer position that either (1) involves Interaction with Minors; or (2) is a Regularly Scheduled Liturgical Minister*** each Covered Entity will do the following:

- Ensure that each applicant registers in the safe environment program implemented by the Diocese and review the applicant's profile in the same to confirm such person's eligibility.
- Require each Volunteer to submit to an Ohio Bureau of Criminal Investigation ("BCI") fingerprint background check in accordance with any policies or requirements that the Diocese may from time to time adopt, and the Covered Entity shall review the results of the same.
- Require a prospective Volunteer to submit to a Federal Bureau of Investigation ("FBI") criminal records check if the applicant has not lived continuously in the State of Ohio for the past five years, and the Covered Entity shall review the results of the same.

- Conduct a search of the applicant's name in the search feature of the National Sex Offender Public Website (https://www.nsopw.gov/).

6.3. **Compliance; Phased Screening for Regularly Scheduled Liturgical Ministers**. For the avoidance of doubt, the pre-hiring and pre-volunteer screening requirements apply to prospective employees and volunteers, as well as any current Employees and Volunteers who have not already been screened according to the standards stated herein. Due to the large number of persons who serve the Church in a variety of ministerial roles throughout the Diocese, the requirements in Section 6.2.2 pertaining to Regularly Scheduled Liturgical Ministers shall be implemented according to a phased schedule (see Appendix 5). This schedule is intended to facilitate the orderly completion of these requirements and to assist Covered Entities in achieving full compliance. The implementation schedule establishes the periods during which the Office for the Protection of Children and Youth will focus its compliance efforts on particular categories of ministers and the deadlines by which those categories of ministers must satisfy the applicable compliance requirements. Persons who have not fulfilled the applicable compliance requirements by the conclusion of their implementation period may not continue to serve in that ministry until such requirements have been satisfied.

6.4. **Post-Hiring / Volunteer Acceptance Screening**. Immediately upon hiring an employee or accepting a Volunteer, Covered Entities shall ensure such employee or Volunteer registers the screening service mandated by the Diocese. The Diocese's Office of for the Protection of Children & Youth can be contacted with questions about the screening service.

6.5. **Contractors**. Any Contractor and any of the Contractor's agents or subcontractors who will be providing work at the premises of Covered Entity and who will have Interaction with Minors must provide proof of a BCI and/or FBI criminal record check for each such individuals.

6.6. **Recordkeeping**. Covered Entities will keep all information gathered during this screening process in a confidential file for as long as required under their record retention policies or as may be legally advisable.

7. REPORTING

7.1. **Duty to Report Sexual Abuse**. Church Personnel have a duty under this Policy to report any allegation or suspicion of Sexual Abuse by Church Personnel and any information that suggests Sexual Abuse may have been committed by Church Personnel. This duty to report requires Church Personnel to report any suspected or alleged acts of Sexual Abuse (i) regardless of when it occurred, (ii) even if it occurred before the accused Church Personnel was a Church Personnel, (iii) regardless of how long ago the alleged Sexual Abuse took place, and (iv) regardless if the accused Church Personnel is alive or deceased. The duty to report under this Policy is independent of any duty to report Sexual Abuse under civil law.

7.2. **Reporting Procedure**. Church Personnel who become aware of either an allegation or suspicion that a Church Personnel has committed Sexual Abuse or any information suggesting a Church Personnel has committed Sexual Abuse shall report such allegation, suspicion, or information to **BOTH** Civil Authorities and to the Victim Assistance Coordinator.

Contact information for the Victim Assistance Coordinator can be found at https://www.dioceseofcleveland.org/offices/parish-life/child-protection.

When one is in doubt or has questions about one's duty to report, Church Personnel shall seek the guidance of the Legal Office or other legal counsel for a Covered Entity.

7.3. **Reporting to Civil Authorities when the Victim is Currently a Minor**. If the Victim is currently a Minor, a report shall be made to **BOTH** the police department and the county children services agency in the jurisdiction where the Victim resides or where the alleged Sexual Abuse occurred or is believed to have occurred. A list of county child protection agencies for each county in the Diocese is included as Appendix 3.

7.4. **Reporting to Civil Authorities when the Victim is Currently an Adult**. If the Victim is currently an adult, a report shall be made to the local police department in the jurisdiction where the alleged Sexual Abuse occurred. The Victim shall also be encouraged to report to Civil Authorities.

7.5. **Reporting when a Minor is in Immediate Danger**. If a Minor is in immediate danger of harm, Church Personnel shall call 911 immediately.

7.6. **Information Included in Report**. To the extent such information is known, Church Personnel making reports shall include the following information when making a report:

- Your name and contact information.
- The name, address, telephone number, and email address of the party reporting the allegation or suspicion to you.
- The name, address, and age of the Victim.
- The name, address, and age of the accused or suspected offender.
- The Victim's relationship to the person making the report to you.
- If the Victim is currently a Minor, the name, address, and telephone number of the Victim's parents or guardians.
- If the Victim is currently a Minor, the whereabouts of the Victim.
- If the Victim is currently a Minor, if a parent, guardian, or family member is aware of the allegation or suspicion.
- Any details you have about the nature and extent of the alleged or suspected Sexual Abuse.
- The location where the alleged or suspected Sexual Abuse occurred.
- The whereabouts of the accused Church Personnel.
- If the accused Church Personnel is aware of the report of Sexual Abuse.
- Whether the accused Church Personnel has current access to the Victim, if the Victim is currently a Minor, or any other Minors.
- Steps already taken by the Covered Entity or the Diocese (e.g., any investigation, interviews, notifications to others).

- If an electronic device (e.g., computer, cell phone or tablet) is involved, how the device is involved, where the device is located, whether it has been secured, and the username and password for the device.
- Any other helpful or relevant information.

To assist in reporting and to memorialize the report made, the person reporting may use the form found at Appendix 4.

7.7. **Anonymous Reports**. Anonymous allegations or suspicions of Sexual Abuse shall be reported in accordance with this Policy and shall be handled in accordance with Section 9.4 of this Policy.

7.8. **Seal of Confession / Legal Privilege**. Nothing in this Policy is intended to require a person to report Sexual Abuse to the extent doing so would require that person to violate the seal of confession or any legal privilege.

7.9. **Civil Law Duty to Report Child Abuse or Neglect**. Ohio Revised Code Section 2151.421 (https://codes.ohio.gov/ohio-revised-code/section-2151.421) (as the same be amended from time to time) mandates that individuals who act in certain official or professional capacities and who know or reasonably suspect "that a child under eighteen years of age, or a person under twenty-one years of age with a developmental disability or physical impairment, has suffered or faces a threat of suffering any physical or mental wound, injury, disability, or condition of a nature that reasonably indicates abuse or neglect" must report such knowledge or suspicion to Civil Authorities regardless of whether the accused party is a Church Personnel. Such mandatory reporters include, among other categories, school employees, attorneys, and health care professionals. This duty is separate from and in addition to the duty to report under this Policy. Church Personnel shall comply with this law to the extent applicable to them.

7.10. **Civil Law Duty of Clerics and Church Leaders to Report Abuse or Neglect**. Ohio Revised Code Section 2151.421(A)(4)(a) (as the same may be amended from time to time) mandates that any Cleric or other person designated as a leader, official, or delegate on behalf of a church who knows or has reasonable cause to believe that another Cleric or other person designated as a leader, official, or delegate on behalf of a church caused or poses a threat of causing a wound, injury, disability, or condition that reasonably indicates abuse or neglect must report such knowledge or suspicion to Civil Authorities except to the extent that doing so would be a violation of a privilege or of a sacred trust (i.e., the seal of confession).

7.11. **Failure to Report - Consequences**. Failure by a Church Personnel to report as required by this Policy may result in disciplinary action, up to and including termination. Failure of a Church Personnel who is a mandatory reporter under Civil Law and who fails to report as required by Civil Law may be committing a crime for which they may be prosecuted. Covered Entities shall take appropriate discipline action against any Church Personnel under its authority if such Church Personnel fails to make a report required by this Policy or by Civil Law.

8. RESPONSE TO REPORTS OF SEXUAL ABUSE - GENERALLY.

8.1. **Receiving Reports with Compassion**. All Church Personnel who receive a report of Sexual Abuse are not to judge or question whether the allegation or suspicion is true or credible but are simply to receive the allegation or suspicion compassionately, respectfully, and in a manner that demonstrates a commitment to protecting Minors and following the process set forth in this Policy.

8.2. **Initial Response to Victim**. Church Personnel who receive a report of Sexual Abuse will:

- Indicate support for the decision of the reporting party to come forward.
- Indicate that the matter will be reported to Civil Authorities and to the Diocese.
- Advise the reporting party of their right to make their own report to Civil Authorities and that the Diocese supports such reporting.

8.3. **Confidentiality**.

8.3.1. Generally. Respect and care should be given to all those involved in any report. The Victim and witnesses are often unprepared mentally or emotionally to speak about their experiences and should be shown gentleness and compassion. Likewise, the accused Church Personnel generally should be presumed innocent and all appropriate steps taken so that no illegitimate harm comes to their good name and reputation to the extent reasonably possible. Covered Entities are to be open and transparent to the extent reasonable and appropriate in communicating to their communities regarding sexual abuse of minors, but within the confines of respect for the right to privacy and the right of all involved not to have their good reputation harmed illegitimately. Any communication should keep in mind the safety of the community, the integrity of the investigation(s), and the presumption of the accused person's innocence.

In light of the foregoing, Church Personnel who receive reports of Sexual Abuse shall, to the extent reasonably possible, treat the information received as confidential and will share such information only in accordance with this Policy, Canon Law, and civil law. Church Personnel will not maintain the information received except to the extent authorized to do so. The foregoing notwithstanding, Church Personnel shall not honor or commit to honor any request, even from a Victim, to complete confidentiality or to the withholding of any information from individuals or entities entitled to have such information under this Policy or the civil law.

At no time, however, shall any duty of confidentiality be imposed upon a Victim, who shall be free to speak of their experiences as they see fit.

8.3.2. Settlement Agreements. No Covered Entity shall enter into a financial settlement with a Victim which binds the parties to confidentiality unless the Victim requests confidentiality and this request is noted in the text of the settlement agreement. This prohibition does not apply to the financial terms and/or conditions of any settlement agreement.

8.4. **Advising Victim of Right to Report**. Church Personnel shall advise any person making a report of Sexual Abuse that the matter will be reported to Civil Authorities and to the Diocese and that the reporting party also has the right to make a report to Civil Authorities.

8.5. **Notification to an Accused Person**.

8.5.1. Generally. Decisions regarding if, when, and how to notify an accused Church Personnel of an allegation or suspicion of Sexual Abuse will be made consistent with Canon Law and civil law and shall be made considering all the relevant factors. Those factors may include without limitation:

- The impact on the safety of the Victim or other Minors.
- The possibility of scandal to the faithful.
- The protection of rights and the good name of the persons involved.
- The impact on the investigation into the matter, including without limitation whether there is an advantage to collecting evidence prior to the accused having knowledge or whether informing the accused could negatively affect the investigation.
- The impact on any investigation by Civil Authorities.
- The opinion of Civil Authorities regarding notice to the accused.

8.5.2. Regarding Lay Church Personnel. The Covered Entity that employs or for whom the accused lay Church Personnel volunteers shall make the determination as to if and when to inform the accused after having consulted with the Legal Office or other legal counsel for the Covered Entity.

8.5.3. Regarding Clergy. The Bishop will make the determination as to (a) if and when to inform an accused Cleric that a report of alleged or suspected Sexual Abuse has been received and (b) if and when the details of the report may be revealed to an accused Cleric.

9. Response To Reports Of Sexual Abuse – Investigations Generally

9.1. Investigations into matters of Sexual Abuse will proceed regardless of whether civil or criminal action is pending, with due regard for coordinating with and avoiding interference with any investigation by Civil Authorities.

9.2. All investigations will be conducted in a professional manner, with due regard for confidentiality and privacy. All appropriate steps shall be taken to avoid doing illegitimate harm to any person's reputation.

9.3. Interviews with Minors will be conducted with great care and sensitivity and in accordance with any applicable law. Every effort will be made to limit the number of interviews of a Minor, and to collaborate where reasonable and appropriate with Civil Authorities regarding an interview of a Minor for the mutual benefit of the Diocese and the Civil Authority.

9.4. Anonymous reports of Sexual Abuse will be received without judgment and investigated to the extent reasonably possible. However, Church Personnel should encourage reporting parties to disclose their identity and contact information and should advise them that failing to provide their name, contact information, and other pertinent information in their possession may hinder the ability of the Diocese

and/or Civil Authorities to investigate, draw conclusions, and/or to take action against an accused Church Personnel.

9.5. Investigations that have been concluded will be reopened if new information about the matter is received that supports a conclusion different than the one initially reached. Any report of new information shall be kept with the records of the investigation.

9.6. Even if an allegation or suspicion of Sexual Abuse is manifestly false and not subject to investigation per this Policy, the allegation or suspicion shall still be reported to the Civil Authorities in accordance with Section 7.2 of this Policy.

10. Response To Reports Of Sexual Abuse – Investigation Of Allegations Against Laity

10.1. **Role of Legal Office**. Whenever a Covered Entity becomes aware of an allegation or suspicion of Sexual Abuse by Church Personnel who are not Clerics, however received, the Covered Entity shall report such allegation or suspicion to the Victim Assistance Coordinator or Legal Office or other legal counsel for the Covered Entity. The Legal Office, or other legal counsel for the Covered Entity with whom the accused is employed or for whom the accused volunteers, as applicable, will act as legal counsel for the Covered Entity and will conduct or direct any investigation into the matter in that capacity on behalf of such Covered Entity. The conclusion of any investigation will be shared with the Legal Office for purposes of the Registry.

10.2. **Investigation by Professional Investigator**. Except in cases involving allegations or suspicions that the relevant Covered Entity, after consultation with legal counsel, determines are manifestly false on their face, legal counsel on behalf of the Covered Entity, shall assign a professional investigator to investigate any allegation or suspicion of Sexual Abuse by Church Personnel who are not Clerics and will direct such investigation conducted by the professional investigator.

10.3. **Full Cooperation**. The relevant Covered Entity will cooperate fully with the investigation and as directed by applicable legal counsel and the Legal Office.

11. Response To Reports Of Sexual Abuse – Investigation Of Allegations Against Clerics

11.1. **Canonical Process**. All allegations and suspicions of Sexual Abuse by a living Cleric will be handled under this Section 11 according to Canon Law, including without limitation canons 1717-1719, the Essential Norms, *VELM*, and *SST* Norms. The Diocese may also consider nonbinding guidance regarding the handling of allegations and suspicions of Sexual Abuse by a living Cleric, including without limitation the *Vademecum*.

11.2. **Notification of the Bishop – Initial Assessment**. The Bishop will be notified by the appropriate Diocesan representative of any allegation or suspicion of Sexual Abuse by a Cleric. The Bishop will then initiate an initial assessment to determine if the allegation or suspicion of Sexual Abuse by a living Cleric has, on its face, at least a semblance of truth ("*saltem verisimilis*"), meaning that it is not manifestly false or

impossible. The Bishop, in his discretion, may seek the advice of the Review Board regarding this question. A determination that an allegation or suspicion of Sexual Abuse by a living Cleric lacks the semblance of truth will only be made in the case of the manifest impossibility of the alleged or suspected Sexual Abuse by a living Cleric.

11.3. **Conclusion of Initial Assessment**. If the initial assessment concludes that the reported allegation or suspicion of Sexual Abuse by a living Cleric has no semblance of truth, the documentation, together with a written explanation regarding the reasons for the decision, will be preserved in the diocesan archives as required in canon 1719. In addition, the Holy See will be informed of this decision and the reasoning for it. If the initial assessment is inconclusive or it has been established that the allegation or suspicion of Sexual Abuse by a living Cleric has at least a semblance of truth, the Bishop will open a preliminary investigation.

11.4. **Preliminary Investigation**.

11.4.1. Decree and Naming of Delegate. If the initial assessment concludes with a determination that the allegation or suspicion itself, on its face, has a semblance of truth , the Bishop by decree will initiate a preliminary investigation in accordance with canons 1717-1719 and *SST* Norms, Articles 4 and 13. The decree will name the delegate, if any, to oversee the preliminary investigation. The Bishop or his delegate may engage a professional investigator to assist with the investigation.

11.4.2. Status of Cleric During Investigation. The Bishop will determine whether, in accordance with Canon Law, to limit the ministry of the accused Cleric, or impose other measures or restrictions while the Preliminary Investigation proceeds.

11.4.3. Scope of the Preliminary Investigation. The preliminary investigation will be conducted in accordance with Canon Law in order to determine whether the allegation or suspicion possesses a semblance of truth in light of the available evidence relevant to that question. The information obtained will assist the Holy See in its disposition of the allegation or suspicion.

11.4.4. Role of Review Board. After the Bishop determines that sufficient evidence has been gathered to complete the preliminary investigation, the Bishop may ask the Review Board to review the evidence and work product of the investigator and provide their opinion as to:

- Whether they believe the allegation or suspicion states a claim of Sexual Abuse.
- Whether they believe the allegation or suspicion has the semblance of truth and why they believe that there is a sufficient basis in law and fact to reach their conclusion.
- The suitability of the Cleric to remain in ministry while the matter is pending and the basis for that conclusion.

11.4.5. Consultation with Others. In addition to the Review Board, the Bishop may, in his discretion, consult with others prior to making any determinations regarding the matter under preliminary investigation.

11.4.6. Conclusion of the Preliminary Investigation and Notification of the Holy See. Once the preliminary investigation is completed the Bishop will reach a determination regarding whether the allegation or suspicion retains a semblance of truth in light of the investigation and issue a

decree concluding the preliminary investigation. Irrespective of the results, the Bishop will submit an authenticated copy of the relevant acts to the Holy See and include his *votum*. The Holy See will provide instruction to the Bishop on how to proceed further.

12. THE REVIEW BOARD

12.1. **Generally**. In accordance with Norm 4 of the Essential Norms, the Bishop will establish and maintain a Review Board which will function as a confidential consultative body to him in discharging his responsibilities relative to allegations or suspicions of Sexual Abuse by a living Cleric.

12.2. **Functions**. The functions of the Review Board may include:

- Advising the Bishop in his assessment of allegations of Sexual Abuse by living Clerics.
- Advising the Bishop in his determination of suitability for ministry of living Clerics accused of Sexual Abuse.
- Reviewing the Diocese's policies for dealing with Sexual Abuse and offering any recommendations with regard to such policies.
- Offering advice on all aspects of cases involving Sexual Abuse by Clerics, whether retrospectively or prospectively.
- Advising on such other matters as the Bishop may present to the Review Board including, but not limited to, assessing allegations of Sexual Abuse by deceased Clerics.
- Do such other things as it may be empowered to do by the Bishop through its bylaws.

12.3. **Review Board Membership**.

12.3.1. Minimum Number – Composition.

- The Bishop shall appoint all members of the Review Board.
- The Review Board shall be composed of at least five persons.
- A person employed by the Diocese may not be a member.
- The majority of the members shall be lay persons.
- At least one member shall be a priest who is an experienced and respected pastor of a parish in the Diocese.
- At least one member will have particular expertise in the treatment of the Sexual Abuse.
- At least five of the members shall be practicing Catholics in communion with the Church.
- At all times, the majority of members shall be practicing Catholics in communion with the Church.

12.3.2. Qualifications. To be a member of the Review Board, one must be of outstanding integrity and good judgment. While not required, special consideration will be given to appointing individuals from the following categories:

- Clinicians with experience in the detection and/or treatment of Sexual Abuse.
- Clinicians with experience in the detection and/or treatment of child Sexual Abuse offenders.
- A survivor of childhood Sexual Abuse who has completed a course of treatment.
- A parent.
- An experienced and respected educator.
- An attorney.
- An individual with experience in investigations.

12.3.3. Term. Members will be appointed for a term of five years. A member's term may be renewed in the sole discretion of the Bishop. The foregoing notwithstanding, the members of the Review Board serve at the will of the Bishop, who may remove a member at any time with or without cause.

12.3.4. Compensation – Expenses. Members shall serve as Volunteers and shall not receive compensation for their work as members. Members shall be entitled to reimbursement from the Diocese for expenses necessary to conduct the business of the Review Board.

12.3.5. Promoter of Justice. Although not a member of the Review Board, the Diocese's Promoter of Justice shall participate in the Review Board meetings in all respects except in voting on or drafting the recommendation of the Review Board.

12.3.6. Bylaws. The Bishop may, in his discretion, establish bylaws governing the Review Boards activities.

12.3.7. Confidentiality – Privilege. The proceedings, discussions, records, and activities of the Review Board and any information received by the members as part of its work shall be confidential and may, in some instances, be privileged under the attorney-client or other legal privilege. No member shall divulge information related to its functions without the express consent of the Bishop. To the extent any information is legally privileged, such privilege belongs to the Diocese and only the Bishop may make decisions regarding such privileged information.

12.3.8. Records. The Review Board shall maintain records in such a manner as to comply with Canon Law or the directives of the Bishop.

13. VICTIM ASSISTANCE COORDINATOR

The Bishop shall designate an appropriate person to act as the representative of the Diocese in certain matters related to allegations of or information received relating to Sexual Abuse. Specifically, the Victim Assistance Coordinator shall:

- Be the designated representative of the Diocese to whom reports of or information suggesting Sexual Abuse shall be made as required in Section 7.2 of this Policy.
- Be the Diocese's point of contact and communication for Victims and other reporting parties.
- Assist Victims with the provision of counseling, spiritual/pastoral counseling, and other social services.

APPENDIX 1 – Acknowledgment Forms

[see following page for acknowledgement forms]

Policy for the Safety of Children in Matters of Sexual Abuse

Clergy Acknowledgment Form

INSTRUCTIONS: All clerics must complete this acknowledgement and return it via either mail or personal delivery to:

Office of the Chancellor
Catholic Diocese of Cleveland
1404 East Ninth St.
Cleveland, Ohio 44114-1722

I have carefully read and understand the Catholic Diocese of Cleveland's Policy for the Safety of Children in Matters of Sexual Abuse (the "Policy"). I understand that I am responsible for complying with the Policy. I further understand that any questions regarding the Policy should be referred to either the Office for the Protection of Children & Youth or the Legal Office of the Catholic Diocese of Cleveland. I further understand that the Catholic Diocese of Cleveland reserves the right to change, modify, and/or revise any part of this policy at any time.

Signature: _____

Name (Please print clearly): _____

Date: _____

Select Appropriate Designation:

Priest

- ☐ Diocesan Priest
- ☐ Extern Priest
- ☐ Religious Priest

  Name of Order/Congregation:_____

Deacon

- ☐ Diocesan Deacon
- ☐ Extern Deacon
- ☐ Religious Deacon

Name of Order/Congregation:_____

Parish Assignment: _____

Policy for the Safety of Children in Matters of Sexual Abuse

Laity Acknowledgment Form

INSTRUCTIONS: Please complete this acknowledgement and return to the designated person at the parish, agency, or organization at which you work or volunteer.

I have carefully read and understand the Catholic Diocese of Cleveland's Policy for the Safety of Children in Matters of Sexual Abuse (the "Policy").

I understand that I am responsible for complying with the Policy.

I further understand that any questions regarding the Policy should be referred to either the Office for the Protection of Children & Youth or the Legal Office of the Catholic Diocese of Cleveland.

I further understand that the Catholic Diocese of Cleveland reserves the right to change, modify, and/or revise any part of this policy at any time.

Signature: _____

Name (Please print clearly): _____

Name of Parish/Agency/Organization: _____

Position or Volunteer Activity: _____

Date: _____

APPENDIX 2 – Ohio Revised Code Sections in O.R.C Section 109.572(A)(1)

(as of March 20, 2026)

2903.01 – Aggravated Murder

2903.02 – Murder

2903.03 – Voluntary Manslaughter

2903.04 – Involuntary Manslaughter

2903.041 – Reckless Homicide

2903.06 – Aggravated Vehicular Homicide – Vehicular Homicide – Vehicular Manslaughter

2903.08 – Aggravated Vehicular Assault; Vehicular Assault

2903.11 – Felonious Assault

2903.12 – Aggravated Assault

2903.13 - Assault

2903.16 – Failing to Provide for a Functionally Impaired Person

2903.21 – Aggravated Menacing

2903.34 – Patient Abuse or Neglect

2905.01 - Kidnapping

2905.02 - Abduction

2905.05 – Criminal Child Enticement

2905.11 – Extortion and Sexual Extortion

2905.32 – Trafficking in Persons

2907.02 - Rape

2907.03 – Sexual Battery

2907.04 – Unlawful Sexual Conduct with Minor

2907.05 – Gross Sexual Imposition

2907.06 – Sexual Imposition

2907.07 - Importuning

2907.08 - Voyeurism

2907.09 – Public Indecency

2907.19 – Commercial Sexual Exploitation of a Minor

2907.21 – Compelling Prostitution

2907.22 – Promoting prostitution

2907.23 – Enticement or Solicitation to Patronize a Prostitute; Procurement of a Prostitute for Another

2907.25 – Prostitution – after Positive HIV Test

2907.31 – Disseminating Matter Harmful to Juveniles

2907.32 – Pandering Obscenity

2907.321 – Pandering Obscenity involving a Minor or Impaired Person

2907.322 – Pandering Sexually Oriented Matter involving a Minor or Impaired Person

2907.323 – Illegal Use of Minor or Impaired Person in Nudity-Oriented Material or Performance

2911.01 – Aggravated Robbery

2911.02 - Robbery

2911.11 – Aggravated Burglary

2911.12 - Burglary

2919.12 – Unlawful Abortion

2919.22 – Endangering Children

2919.24 – Contributing to Unruliness or Delinquency of a Child

2919.25 – Domestic Violence

2923.12 – Carrying Concealed Weapons

2923.13 – Having Weapons While Under Disability

2923.161 - Improperly Discharging Firearm at or into a Habitation, in a School Safety Zone or with Intent to Cause Harm or Panic to Persons in a School Building or at a School Function

2923.17 – Unlawful Possession of a Dangerous Ordnance – Illegally Manufacturing or Processing Explosives

2923.21 – Improperly Furnishing Firearms to Minor

2923.42 – Participating in Criminal Gang

2925.02 – Corrupting Another with Drugs

2925.03 – Trafficking, Aggravated Trafficking in Drugs

2925.04 – illegal Manufacture of Drugs – Illegal Cultivation of Marihuana – Methamphetamine Offenses

2925.041 – Illegal Assembly or Possession of Chemicals for Manufacture of Drugs

2925.05 – Funding of Drug or Marihuana Trafficking

2925.06 – Illegal Administration or Distribution of Anabolic Steroids

2925.13 – Permitting Drug Abuse

2925.22 – Deception to Obtain a Dangerous Drug

2925.23 – Illegal Processing of Drug Documents

2925.24 – Tampering with Drugs

2925.31 – Abusing Harmful Intoxicants

2925.32 – Trafficking in Harmful Intoxicants – Improperly Dispensing or Distributing Nitrous Oxide

2925.36 – Illegal Dispensing of Drug Samples

2925.37 – Counterfeit Controlled Substance Offenses

3716.11 - Placing Harmful or Hazardous Objects in Food or Confection

- Felonious sexual penetration in violation of former section 2907.12 of the Revised Code.
- A violation of section 2905.04 of the Revised Code (Unlawful Conduct with Minor) as it existed prior to July 1, 1996.
- A violation of section 2919.23 of the Revised Code (Interference with Custody) that would have been a violation of section 2905.04 of the Revised Code as it existed prior to July 1, 1996, had the violation been committed prior to that date.
- A violation of section 2925.11 of the Revised Code(Possession of Controlled Substances) that is not a minor drug possession offense.
- A violation of an existing or former law of this state, any other state, or the United States that is substantially equivalent to any of the offenses listed in division (A)(1)(a) of this section.

APPENDIX 3 – List of County Child Protection Agencies

ASHLAND COUNTY

Ashland County Department of Job & Family Services

15 West 4th St.

Ashland, OH 44805

Website: https://www.ashlandjfs.org/report-child-abuse-and-neglect

Report by phone: (419) 282-5001

CUYAHOGA COUNTY

Cuyahoga County Health and Human Services

Division of Children & Family Services

Jane Edna Hunter Building

3955 Euclid Avenue

Cleveland, OH 44115

Website: https://hhs.cuyahogacounty.gov/programs/detail/report-abuse-or-neglect

Report by phone: (216) 696-KIDS (5437) 24-hour Child Abuse Hotline

Report by email: Protecting-Cuyahoga-Kids@jfs.ohio.gov

Report online: https://cuyahoga.feathery.io/to/mJDWZu#Child's%20Mom

GEAUGA COUNTY

Geauga County Department of Job and Family Services

Children Services Division

12611 Ravenwood Dr.

Chardon, OH 44024

Webpage: https://www.geaugajfs.org/index.php/pcsa-social-services

Report by phone: (440) 285-9141 during business hours

(440) 285-5665 or 1-888-285-5665 after hours or weekends

LAKE COUNTY

Lake County Department of Job and Family Services

Child Protective Services

105 Main St.

Painesville, OH 44077

Website https://www.lakecountyohio.gov/jobs-family-services/child-protective-services/

Report by phone: 24-Hour Child & Elder Abuse Hotline (440) 350-4000 or (440) 918-4000 Press # 1

LORAIN COUNTY

Lorain County Children Services

226 Middle Avenue, Room 300

Elyria, OH 44035

Webpage: https://www.childrenservices.org/how_to_report_child_abuse

Report by phone: (440) 329-5340 Monday – Friday 8:00 a.m. – 4:30 p.m.

(440) 406-5121 after hours

MEDINA COUNTY

Medina County Job and Family Services

Child Protective Services

232 Northland Drive

Medina, OH 44256

Webpage: https://www.mcjfs.us/social-services

Report by phone: (330) 661-0800 during normal business hours

(330) 725-6631 (for the Medina County Sheriff) after hours

SUMMIT COUNTY

Summit County Children Services

264 S. Arlington St.

Akron, OH 44306

Webpage: https://www.summitkids.org/child-services/intake/

Report by phone: (330) 434-KIDS (5437) 24-hour hotline

WAYNE COUNTY

Wayne County Children Services

2534 Burbank Road

Wooster, OH 44691

Webpage: https://www.waynecsb.org/reporting-abuse/

Report by phone: (330) 345-5340 8:00 a.m. – 4:30 p.m.

9-1-1 if after hours and a child is in imminent danger.

ALTERNATIVELY, REPORTS CAN BE MADE THROUGH:

OHIO DEPARTMENT OF CHILDREN AND YOUTH

Report by phone: 855-O-H-CHILD (855) 642-4453

Website https://childrenandyouth.ohio.gov/wps/portal/gov/dcy/for-families/children-services-foster-kinship-adoption/report-abuse-neglect

APPENDIX 4 – Reporting Form

[Reporting Form on following page]

CATHOLIC DIOCESE OF CLEVELAND – SAMPLE CHILD ABUSE REPORTING FORM

INSTRUCTIONS: PRIOR TO CONTACTING CIVIL AUTHORITIES, FILL OUT FIELDS BELOW TO THE EXTENT INFORMATION IS KNOWN. IF INFORMATION UNKNOWN, WRITE "N/A" OR "UNKNOWN."

GENERAL INFORMATION

- Date of report:_____
- Name of Church Personnel making report to civil authorities:

  _____
- Name of person who reported suspicion or allegation to the Church Personnel:

  _____
- Name of parish, school, institution for whom the Church Personnel completing this form is associated with:

  _____
- Contact information of person who reported suspicion or allegation to the Church Personnel, to the extent known:
  - Address: _____
  - Phone:_____
  - Email:_____
- Relationship of Reporting Party to Child (if any):_____

INFORMATION REGARDING THE CHILD

- Name:_____
- Date of Birth / Age:_____
- Sex (check one): Male ❒ Female ❒
- Child's address:_____
- Names of child's parents or guardians:_____
- Contact information for child's parents or guardians:

- Address:_____
- Phone:_____
- Email:_____

- Current location of the child:_____
- Does a parent, guardian, or family member know of the suspicion or allegation of child abuse:
  Yes ❒ NO ❒
- If "yes," identify the person:_____

INFORMATION REGARDING THE ALLEGED ABUSER

- Name:_____
- Age:_____
- Address:_____
- Relationship to child (if any):_____
- Current location:_____
- Is the alleged abuser aware of the suspicion or allegation: Yes ❒ NO ❒
- Does the alleged abuser have access to the child or other children: Yes ❒ NO ❒
- Civil Authorities (i.e., local law enforcement and/or county child services) to whom this report was made:_____
  _____
  _____

REASON FOR REPORT

- Describe the suspected or alleged abuse (include all known details, including time, place, circumstances, and type of conduct):_____
  _____
  _____
  _____
  _____
  _____
  _____

_____

_____

- Was any electronic device (e.g., mobile phone, computer, tablet, etc.): Yes ❒ NO ❒
- If yes:
  - Describe the device:_____
  - Has the device been secured: Yes ❒ NO ❒
  - If yes, who has possession:_____
  - Device username and password:_____

WITNESS INFORMATION

- Names, contact information (i.e., address, phone, and email) of any other person who has knowledge of the alleged abuse:_____

_____

_____

_____

_____

_____

APPENDIX 5 – Implementation Schedule for Screening of Adult Regularly Scheduled Liturgical Ministers

Extraordinary Ministers of Holy Communion
March 15, 2027 – December 31, 2027

Music Ministry (Cantors, Choir Members, Instrumentalists, Choir Directors)
June 15, 2027 – March 31, 2028

Altar Servers, Lectors, Sacristans, and Liturgical Ministry Leaders
September 15, 2027 – June 30, 2028

Greeters and Ushers
January 15, 2028 – September 30, 2028