

**POLICIES FOR PROTECTING CHILDREN
AND RESPONDING TO ALLEGATIONS OF
SEXUAL ABUSE OR SEXUAL MISCONDUCT
BY A JESUIT OF THE
USA CENTRAL AND SOUTHERN PROVINCE
OF THE SOCIETY OF JESUS**

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INTRODUCTION

The U.S. Central and Southern Province of the Society of Jesus (“the Province”) affirms that sexual abuse by a member of a religious community constitutes a profound violation of trust in human relationships which can cause pain and strife for the abused and their families, the local communities of those involved, and the Universal Church. The Province is committed to the prevention of sexual abuse of children, youth, and vulnerable adults through a Safe Environment Program (“SEP”). The Province will respond to allegations of sexual abuse by a Jesuit through the following Policies and Procedures.

Consistent with the principles of the *Charter for the Protection of Children and Young People*, United States Conference of Catholic Bishops, June 2011, (“Charter”) and *Improving Pastoral Care and Accountability in Response to the Tragedy of Sexual Abuse* (Conference of the Major Superiors of Men, [“CMSM”], August 2002); and the CMSM Standards for Accreditation; compliant with the directives of the *Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons*, United States Conference of Catholic Bishops, approved by the Congregation for Bishops, May 2006, (“Essential Norms”); and in accordance with canon law and the law of the Society of Jesus, the Province will seek to respond promptly and pastorally to any person who brings an allegation of sexual abuse or sexual misconduct, and will promptly investigate and respond to the allegation. In all circumstances we will strive toward protection, healing, and reconciliation.

In accord with the documents listed above, it is the policy of the Province that when even a single act of sexual abuse of a minor or vulnerable adult is determined to be credible in accord with canon law and the law of the Society of Jesus, the offending Jesuit will not serve in active ministry or hold a position working in proximity to minors or vulnerable adults. All priests, brothers, scholastics, and novices of the Province (“Jesuits”) are expected to be familiar with these policies and to comply with the procedures required to implement them.

It is the policy of the Province to cooperate fully with civil authorities and child protection services as required by law.

For purposes of these policies, the following apply:

- Any person under the age of 18 is considered a “minor.”
- Any person over the age of 18 who habitually lacks the use of reason and/or is incapable of looking after his or her own rights and interests is considered a “vulnerable adult.”
- The term “Jesuit” shall mean members of the Province including novices, scholastics, brothers, and priests who are members of the Province as well as other Jesuits assigned to work in the Province with the permission of the Provincial of the US Central and Southern Province.
- “Sexual abuse” as defined by the Charter and Essential Norms is any external, objectively grave violation of the Sixth Commandment of the Decalogue with a minor or a

vulnerable adult. This includes not only physical sexual contact or actions but may also include certain verbal behavior. Sexual abuse also includes attempts to solicit a minor for sexual purposes with language (spoken or written) even if there is no subsequent physical contact. Sexual abuse also includes the acquisition, possession, or distribution of pornographic images of minors for purposes of sexual gratification.

- Sexual abuse by a Jesuit refers to sexual abuse by a man who was a Jesuit at the time the sexual abuse occurred.
- “Sexual Misconduct” generally refers to sexual harassment, sexual exploitation and/or sexual abuse of an adult person who does not meet the criteria of a “vulnerable adult.”
- A “Ministerial Relationship” is one in which a person receives Pastoral Care from a Jesuit, which could include sacraments, spiritual direction, counseling, teaching, mentoring, or chaplain ministry in a hospital, educational, athletic, or other setting.

I. ENSURING AN EFFECTIVE RESPONSE TO ALLEGATIONS OF SEXUAL ABUSE OF MINORS

The Province has adopted a process for addressing allegations of sexual abuse of minors or vulnerable adults by a Jesuit. This process includes individuals working in collaboration with Provincial authorities and others in the Province who are responsible for the prevention of and response to allegations of sexual abuse.

1. A Review Board whose mission is to advise the Provincial in responding to allegations and to review Provincial Policies and Procedures for addressing reports of sexual abuse of minors or vulnerable adults.
2. A Director of Safe Environment and Professional Conduct (“DSEPC”) who is responsible for the implementation of the Province’s standards, policies and procedures related to sexual abuse to insure a Safe Environment.
3. A Coordinator of Pastoral Support and Outreach (“CPSO”) who is the designated contact for receiving allegations of sexual abuse sexual misconduct and taking reasonable steps to ensure that Province policies are followed in addressing allegations. The CPSO also maintains contact with the person bringing the allegation throughout the investigatory process, and afterwards when appropriate.
4. A Special Advisor for Case Management (“SACM”) who oversees and coordinates the Province’s response to allegations of sexual abuse and sexual misconduct by members of the Province.

II. REVIEW BOARD

The Province has established a Review Board whose purpose is to provide consultation to the Provincial in addressing all reports of sexual abuse of a minor or vulnerable adult by current or former Jesuits, including Jesuits who are deceased. The Review Board also advises the Provincial on compliance with the current CMSM Standards for Accreditation.

The Review Board is an advisory body and, as such, does not investigate reports of sexual abuse. This prevents a dual role for the Review Board, allowing it to comply with prevailing standards for independent review.

All information received by the Review Board is treated as confidential and is intended to be protected according to applicable legal privileges. Review Board members must sign and comply with a confidentiality agreement.

A. MEMBERSHIP OF THE REVIEW BOARD:

The Review Board consists of at least five members appointed by the Provincial, in consultation with the Province’s Socius, DSEPC, SACM, and CPSO. The Provincial may also appoint additional ex-officio (i.e., non-voting) members to the Review Board.

1. The majority of Review Board Members shall be laypersons, not employed by the Society of Jesus, the Province, or any Jesuit-sponsored institution
2. No more than two members of the Review Board shall be Jesuits.
3. Review Board members may include representation from the following professions, but will not be limited to them: Medical (Pediatrician, Psychiatrist, etc.); Social Sciences (Psychologist, Social Worker, Counselor, etc.); Legal (Lawyers, Law Enforcement, Protective Services, etc.)
4. The Provincial will appoint a Review Board member or an ex-officio member to serve as the Chair of the Review Board. (An ex-officio Chair will not be a voting member.)
5. Review Board members shall be appointed to a three-year term, beginning on the first of January. Terms may be renewed, if the Provincial determines that it is in the best interest of the Review Board and the Province.

B. DUTIES OF THE REVIEW BOARD:

1. Providing counsel to the Provincial in his assessment of reports of sexual abuse of minors or vulnerable adults by Jesuits. All reports of sexual abuse of minors or vulnerable adults will be presented to the Review Board.
2. Providing counsel to the Provincial in his determination of suitability for continued ministry of a Jesuit.
3. Being apprised of new Safety Plans for restricted Jesuits or revisions to existing Safety Plans.

C. GENERAL OPERATING PROCEDURES

The Review Board shall meet at least once a year, and more frequently if warranted. Meetings shall be convened by the Chairperson, the Provincial, or the Socius, assisted by the DSEPC and CPSO. Meetings may be in person, by conference call or web-conferencing. A majority of the current voting Review Board members shall constitute a quorum.

1. The Review Board will review new reports as well as old cases still in process that have not yet been resolved. The Review Board will make recommendations to the Provincial on each case it reviews. Based on the facts and circumstances, an allegation of sexual abuse of a minor or vulnerable adult by a Jesuit can be established only when there is “moral certitude” that the accusation is true and that an incident of sexual abuse of a minor or vulnerable adult occurred. “Moral certitude” in this context means a high degree of probability, but short of absolute certainty. According to CMSM Standards, *“moral certitude’...states that...the contrary (that the allegation is false) may be possible, but is highly unlikely or so improbable, that (there) is no substantive fear that the allegation is false.”*
2. The DSEPC will advise the Socius in writing of the Review Board’s determination, and the Socius will in turn inform the Provincial. The Review Board is an advisory body and it is the Provincial’s role and responsibility to make a final determination regarding the case.
3. It is the policy of the Province to cooperate fully with all legal requirements and law enforcement agencies, while at the same time respecting any applicable civil and canon law rights of all alleged victims and accused Jesuits.

III. DIRECTOR, SAFE ENVIRONMENT AND PROFESSIONAL CONDUCT (“DSEPC”)

MAJOR DUTIES AND RESPONSIBILITIES

1. Implements and updates as necessary the Province’s policies and procedures that relate to the prevention and response to sexual abuse of minors or vulnerable adults.
2. With due regard for the laws governing the reporting of abuse, the DSEPC in collaboration with Province Counsel, conducts an internal investigation and may arrange for an external investigation, as necessary.
3. Provides consultation and assistance to the Provincial in cases of sexual misconduct as defined in this policy.
4. Oversees and assists with the implementation of the Safe Environment Program.
5. Collaborates with the Province’s CPSO.
6. Assists the Provincial and the Socius and the Province Counsel in addressing reports of sexual abuse or sexual misconduct.
7. The DSEPC notifies the Review Board within 30 days of the receipt of the allegation.
8. Collaborates in the development and implementation of Safety Plans for Jesuits with an established allegation of the sexual abuse of a minor.
9. Assists the Review Board.
10. Coordinates the Provinces compliance with the CMSM Standards for the Protection of Children.
11. Provides assistance to other Jesuit institutions in the Province as requested.

IV. COORDINATOR OF PASTORAL SUPPORT AND OUTREACH (“CPSO”)

MAJOR DUTIES AND RESPONSIBILITIES

1. Receives reports of allegations of sexual abuse and sexual misconduct.
2. Notifies the Provincial, Socius, Province Secretary, SACM, DSEPC, and the Province Counsel of the receipt of an allegation of sexual abuse or sexual misconduct.
3. In coordination with Province Counsel, ensures notification is made to civil authorities and child protective services, as required by law.
4. Provides pastoral support and case management services out of charitable concern, as set forth herein, to the person making the report.
5. Works collaboratively with the Provincial, Socius, Province Secretary, SACM, DSEPC, Province Counsel and Review Board.

V. SPECIAL ADVISOR FOR CASE MANAGEMENT (“SACM”)

MAJOR DUTIES AND RESPONSIBILITIES

1. In consultation with the Province Secretary, the DSEPC, CPSO, and Province Counsel, coordinates the response to all new allegations of sexual abuse and sexual misconduct.
2. Serves as the liaison among the members of this team to address new allegations. As needed, enlists the assistance of other Province Personnel (e.g., the Treasurer’s Office, the Jesuit Archives and Research Center, the Province Socius), to address issues which arise during any investigation into the allegations.
3. Is kept fully apprised of all members of the Province who are on a Safety or Wellness Plan. The SACM is fully informed about the circumstances of the allegations against the Jesuit member and the details of their plans and is available to provide advice regarding any modifications to those plans or changes to their living environment.

VI. REPORTING SEXUAL ABUSE OR SEXUAL MISCONDUCT

A. To report sexual abuse of a minor or vulnerable adult, or sexual misconduct by a Jesuit please contact:

**Carol Zarinelli Brescia. MSW, LCSW
Coordinator of Pastoral Support and Outreach (“CPSO”)
4511 West Pine Blvd.
St. Louis, Missouri 63108
Phone: (314) 915-7168
Confidential Email: UCSOutreach@Jesuits.org**

B. Receiving an Allegation

1. The CPSO receives an allegation and responds with compassion and understanding. If the person desires, the CPSO will meet with the person making the report. The CPSO will prepare a memorandum to document the allegation. The CPSO serves as the main liaison

between the person making the report and the Province. If at any time during the review of an allegation there is a good faith reason to suspect, based on available facts, that a person who is presently a minor is, has been or is likely to be abused, the CPSO will promptly make a report to the appropriate civil authorities and child protective services in accordance with the laws governing child abuse and neglect, or abuse or neglect of a vulnerable adult. The CPSO shall prepare a memorandum regarding the report to civil authorities and child protective services which includes the facts upon which the good faith reason to suspect was based.

2. The CPSO will also advise the person bringing the allegation that the Province supports that person's right to report the allegation to law enforcement. A report to law enforcement of an accusation of child sexual abuse of a person who is now an adult is made by the Province Attorney unless the accused Jesuit is known to be deceased. A report to child protective services of child abuse of a person currently a minor is made by the CPSO. The CPSO will advise the person that the Province will make the aforementioned reports to law enforcement and/or child protective services.

3. The memorandum to document the allegation (see II. B. 1. above) is prepared by the CPSO using information gathered in the initial contact with the person alleging sexual abuse or misconduct. This memorandum will include, but not be limited to the following:

- Name, age, address, and phone number(s) of the alleged victim.
- Name of the alleged perpetrator.
- Approximate date(s) and/or time frame of the alleged abuse.
- Nature, type, and place(s) where the alleged abuse occurred.
- Any written documents or photographs the alleged victim volunteers to provide.

4. Proceeding out of a sense of charitable and pastoral concern, if the reporting person needs some type of immediate assistance, the CPSO may offer such assistance. Similarly, out of charitable and pastoral concern, the CPSO may offer and arrange payment for initial counseling sessions and/or other pastoral support at any point in the investigatory process where it is deemed appropriate and necessary. Notice to the reporting person of the provision of any such assistance shall include that the Province is acting out of a sense of charitable and pastoral concern for the individual.

5. A meeting between the reporting person and a Jesuit who represents the Province may be arranged.

6. The CPSO notifies the Provincial, Socius, Province Secretary, SACM, DSEPC, and the Province Counsel of the receipt of an allegation of sexual abuse or sexual misconduct. The DSEPC notifies the Review Board within 30 days of the receipt of the allegation. With due regard for the laws governing the reporting of abuse, the DSEPC in collaboration with Province Counsel, conducts an internal investigation and may arrange for an external investigation, as necessary.

7. Unless the allegation is manifestly false or frivolous, the Provincial may remove the accused Jesuit from public ministry. This removal is temporary, precautionary, and non-punitive in nature. The local bishop will be notified of this temporary removal from ministry.

C. Investigating an Allegation

1. The Province strives to swiftly investigate and evaluate the report of abuse. With due regard for the civil laws governing the reporting of sexual abuse, as well as any applicable canon laws, the DSEPC, working with the Provincial, Socius, Province Secretary, SACM and Province Counsel as needed, will conduct the Initial Internal Investigation. The DSEPC will:

- Conduct interviews with the alleged victim and with the accused Jesuit if he is available.
- Review available and relevant Province records.
- Arrange for a psychological evaluation of the accused, if warranted and if he is willing.
- Prepare a written report for the Provincial, Socius, Province Secretary, SACM, CPSO, Province Counsel and Review Board.

2. External independent investigators may be used as appropriate. As is in VI.B.1 above, mandated reports to civil authorities or child protection agencies take precedence over any internal or external investigation conducted by the Province. When an allegation is brought as part of a criminal investigation or a civil lawsuit, the Province is typically prohibited from directly interacting with the person alleging the abuse and must rely on law enforcement officials and/or the individual's attorney, and any contact with the individual or the individual's attorney will be coordinated through the Province Counsel. Even in these circumstances, the Province Counsel shall offer the contact information for the CPSO.

3. The results of the investigation and any relevant evaluation of the Jesuit who is accused of sexual abuse will be shared with the Review Board. When an allegation is part of a criminal investigation or civil lawsuit, an appropriate investigation may not be possible. In such circumstances, the Review Board will be notified of the allegation; however, review of the allegation by the Review Board will be tabled until an appropriate investigation has been completed. The Review Board will review the information and make recommendations to the Provincial as to whether there is sufficient information to find the allegation "credible" and what action is appropriate to take.

4. The Provincial or his delegate will maintain contact with the accused Jesuit throughout the entire process to provide adequate support to him. When the Provincial has received the completed investigation report, he will present the results of the investigation to the accused Jesuit for his response, prior to the presentation of the case to the Review Board.

D. When an Allegation is Determined to be Credible

1. Upon the conclusion of the investigation, the Provincial will exercise his judgment in delivering an appropriate response. If the accused Jesuit has admitted to the substance of the allegation of sexual abuse, or if the allegation of sexual abuse has otherwise been determined to be "credible" in accordance with the proper standard, the Provincial will remove the Jesuit from public ministry and assign him to an appropriate residence. The Provincial will initiate the process for permanent removal of the Jesuit from public ministry. The Provincial may also require any of the following:

- Psychological and medical assessment and intervention.

- Restrictions on community life and personal activities.
- Limitations imposed on ministerial activities, including total removal from public ministry.

2. In all instances, the final disposition of the matter rests with the Provincial, always recognizing the Jesuit's right to appeal to Father General. The Provincial or his delegate will communicate his decision to the person making the complaint, to the Jesuit involved, the local bishop, and other parties, including Father General, as necessary and appropriate.

3. The Provincial, Socius or his delegate will also contact the diocesan bishop where the sexual abuse took place, the diocesan bishop where the Jesuit resides, the institution, work, or ministry where the abuse took place and where the Jesuit is currently assigned.

4. The Provincial may seek advice from the Review Board regarding informing other constituencies including the wider public and will then make his decisions regarding who will be informed. The Jesuit's name will be added to the list of Jesuits with credible accusations posted publicly on the Province's website.

E. When An Allegation is Determined to be Without Merit

1. If an allegation is deemed to be without merit, the Provincial and the DSEPC will coordinate communication with all appropriate parties so that reconciliation can take place where possible and repair of damage to reputations can be undertaken.

2. Efforts will be made by the appropriate parties to restore the good name of the accused (and reinstate him to ministry if he has been temporarily removed from ministry).

VII. SUPERVISION OF JESUITS WHO ARE REMOVED FROM MINISTRY BECAUSE OF A CREDIBLE ALLEGATION

A. Evaluation and Therapy

1. A Jesuit who has been credibly accused may be asked to submit to a professional evaluation and to participate in recommended treatment. Vocational and/or occupational counseling may be offered to the Jesuit. The Jesuit is free to refuse to undergo an evaluation or to participate in treatment.

2. A Jesuit with a credible allegation will not be allowed to function publicly as a priest or deacon, including public celebrations of the sacraments. This prohibition includes public functioning in external ministry (e.g., teaching school, coaching, performing parish staff work). He may not use the title "Father," "Deacon" or "Reverend" in public communications nor may he wear clerical attire in public.

3. If physically, psychologically, and mentally able, a Jesuit who has been removed from public ministry should engage in appropriate work in support of the Province or in other service to people in need. This work may not involve any unsupervised contact with minors. Such employment might include:

- Internal work in a community of the Province.
- Work for the Province.

- Remunerative non-ministerial work to support the ministries of the Province.
- Service to people in need such as writing to prisoners, taping books for the sight-impaired, providing telephone reassurance to shut-ins, working in a food bank or soup kitchen, or some other form of supervised social services.
- In all cases, the service of prayer for the Society and the Church is a valuable contribution by a Jesuit.

B. Place of Residence

1. A restricted Jesuit will only be allowed to live in a Jesuit Community or other appropriate supervised place of residence, as determined by the Provincial.
2. No separate apartment, private home, or other domicile will be allowed as a permanent residence.
3. When the restricted Jesuit is relocated to another diocese, the Provincial will inform the diocesan bishop of that diocese where the restricted Jesuit will reside.

C. Community Support and Community Roles

1. Communities should welcome the restricted Jesuit as a brother, “friend in the Lord,” and, as GC 32 (General Congregation 32) declared, a fellow sinner.
2. While not required, a fellow Jesuit and member of the Community, acting as an Onsite Mentor, may be appointed to assist a restricted Jesuit and support him in his efforts to maintain his program and treatment. The mentor does not have any supervisory responsibilities but should advise the Supervisor of any violations of the Safety Plan and/or other concerns he has about the restricted Jesuit.
3. For a Jesuit with an established allegation of sexual abuse, Canon Law permits the celebration of the Eucharist only in non-public Jesuit community liturgies. He may lead community prayer, hear confessions of Jesuits only, and perform other community jobs and responsibilities. He will not be allowed to serve as superior or locum tenens.
4. On the recommendation of the Provincial, the local Superior shall, as appropriate, inform all or part of the community in which a restricted member will live of the fact that he is so restricted and the appropriate specific terms of his individual Safety Plan, so that the community can assist him in achieving its goals. These communities may need the advice of appropriate professionals to assist the community in readying itself to receive the restricted member and to provide him with the necessary care and support.

D. Safety Plans

1. All Jesuits with an allegation of sexual abuse of a minor which has been deemed credible will be put on a Safety Plan.
2. The Jesuit will have a designated Supervisor who will monitor compliance with the Safety Plan. The Supervisor is usually the Superior of the community where the Jesuit resides.
3. The Provincial will advise the Supervisor of information about the Jesuit and the credible allegation.

4. An Onsite Monitor may be appointed to oversee the restricted Jesuit who may be employed in a job in which there can be no contact with minors, (e.g., an administrative support position in the Provincial office). The Onsite Monitor may be a Jesuit or other person who works at the same location as the restricted Jesuit. The Onsite Monitor is charged with monitoring compliance with the Safety Plan at the place of employment.
5. The Supervisor will meet regularly with Onsite Monitors of restricted Jesuits who are employed in a job in which he has no contact with minors, (e.g., an administrative support position in the Provincial office).
6. The Supervisor will meet with the restricted Jesuit annually (or more frequently if indicated in the Safety Plan) to review compliance with restrictions and to assess his well-being and use of time. The Supervisor will keep a written record of these meetings. The Supervisor will report to the Delegate for Misconduct (who is appointed by the Provincial) annually regarding the member's compliance with his Safety Plan.
7. The Supervisor or Onsite Monitor will promptly inform the Delegate of any violation of the Safety Plan. The Delegate will then inform the Provincial so that he can determine an appropriate response and/or an adjustment of the Safety Plan.
8. The Delegate will review the Safety Plans with the Review Board annually and report any changes suggested by the Board to the Provincial and the Supervisor.
9. The Provincial will meet with the restricted Jesuit annually to discuss compliance with the Safety Plan and progress toward his goals for spiritual growth.
10. A signed copy of the current Safety Plan will be kept in the restricted Jesuit's individual file.

E. Contact with Minors

Under no circumstances will a Jesuit with a credible allegation of sexual abuse of a minor be allowed to be in contact with minors without supervision as specified in his individual Safety Plan. This prohibition includes but is not limited to the following activities: meals in restaurants, going to the movies, riding in automobiles, internet or telephone communication, and private conferences in parish or community offices, community parlors, bedrooms of members, etc.

F. Travel, Vacation and Retreats

1. A Jesuit with a credible allegation of sexual abuse of a minor is not permitted to vacation alone.
2. Vacations with minors, even if supervised, are not permitted.
3. Vacations will be restricted to Jesuit villas, Jesuit communities, or travel with other approved Jesuits. The restricted Jesuit may not use a Jesuit villa alone.
4. Attending retreats alone is not permitted, and retreats will be restricted to Jesuit or other Catholic retreat facilities or Jesuit communities.
5. Travel may be restricted to that related to assigned work or family visits. If appropriate, an approved Jesuit companion for travel may be required. Additional specific permissions

for travel may be required by the Provincial. Doubts about specific travel should be referred by the local Superior to the Provincial.

6. Restrictions may be placed on driving alone, having use of a personal vehicle, requesting specific permissions for use of house cars from the local Superior, etc.

G. Publicity, Publications and Use of Personal Electronic Devices

1. Restrictions may be imposed on publications, letters to the editors of newspapers or, webpages, social media participation, radio, and television appearances,
2. Restrictions may also be placed on the restricted Jesuit's personal use of mail, email, texting, internet usage, social media usage and telephone communications when indicated.
3. Sensitivity for victims dictates caution with regard to displaying photographs of a credibly accused Jesuit in Jesuit publications and institutions, especially those institutions that serve minors.
4. The Provincial will determine whether and/or how to inform the Province membership or other parties—in general terms—of those members who have been so restricted.

VIII. SAFE ENVIRONMENT PROGRAM

A. Responsibilities of All Jesuits of the USA Central and Southern Province

1. Jesuits will respond promptly to anyone bringing an allegation of sexual abuse or misconduct.
2. If a Jesuit has a good faith reason to suspect, based on available facts, that a person currently a minor, or a vulnerable adult, is being or has been sexually abused, or is in danger of being sexually abused, he will promptly make a report to the appropriate civil authorities or state agency in accordance with the laws governing child abuse and neglect. The Jesuit shall document the facts on which the good faith reason to suspect is based and shall provide the report to the DSEPC who will inform the Socius.
3. If a Jesuit is aware of sexual misconduct (involving a person who is not a minor or vulnerable adult) committed by another Jesuit, he will make a report to the DSEPC, who will in turn inform the Provincial, Socius, Province Secretary, SACM, CPSO and Province Counsel.
4. If a Jesuit has reason to suspect that another Jesuit has been involved in the production, possession, distribution, downloading and/or intentional viewing of actual or virtual child pornography, he will make a report to the appropriate civil authority and to the Socius.
5. If a Jesuit has knowledge of an adult person who alleges that he/she was abused when a minor by a Jesuit, the Jesuit will comply with the reporting requirements of the state in which the alleged abuse took place. The Jesuit may consult with the DSEPC and the Province Counsel regarding reporting requirements. The Jesuit receiving the allegation should advise the person that he/she may speak with the CPSO and give the person the CPSO contact information. The Jesuit should not discuss any possibility of charitable assistance, but should leave that to the CPSO, who understands the parameters of such assistance. The Jesuit shall also promptly inform the Socius, or the CPSO if the person wishes to speak to

the CPSO, who will in turn inform the Provincial, Socius, Province Secretary, SACM, DSEOC and Province Counsel.

6. Jesuits will strive to maintain the highest level of integrity and safety in ministry, and they will support one another in respecting boundaries in their work and in their relationships with others, especially with minors.

7. Jesuits will be familiar with the Standards of Conduct for Interaction with Minors. (Section IX of this document.) If a Jesuit witnesses behavior of another Jesuit which does not rise to the level of abuse but seems contrary to the Standards set forth in Section IX herein, he will bring that behavior to the attention of his brother Jesuit and/or the local Superior in a spirit of charity and fraternal correction.

8. If a Jesuit sees a repetition of behavior that appears to violate the aforementioned Standards (but still does not rise to level of abuse), he will bring that to the attention of the local Superior, who will then consult with the member in question. The local Superior will advise the Provincial of the situation in a timely manner.

B. Responsibility of Officials of the USA Central and Southern Province

1. The CPSO will reach out with pastoral care, concern and honesty as set forth herein to alleged victims and their families.

2. The DSEPC will ensure that an investigation of allegations of abuse is conducted, consistent with civil law, canon law, and Society law, with due respect for the rights of all persons involved.

3. Province Officials will consult the Review Board for recommendations regarding the disposition of allegations, the resolution of inconclusive allegations, and the placement of Jesuits against whom there is a credible allegation of sexual abuse of a minor.

4. The Provincial will remove from public ministry those Jesuits against whom there is a credible allegation of sexual abuse of a minor, and those who have produced, possessed, distributed, downloaded and/or intentionally viewed child pornography. The Province will report the aforementioned suspected use of child pornography to law enforcement in accordance with existing statutes.

5. Province Officials will cooperate with diocesan bishops and diocesan policies regarding sexual abuse.

6. The Provincial will ensure that the local Superior of a Jesuit against whom there is a credible allegation of sexual abuse of a minor receives necessary confidential information when a new assignment is made.

C. Safe Environment Training: Conversations That Matter

Jesuits will participate in the CMSM program, entitled "Conversations That Matter." This is an annual training program that is made available to every local Jesuit community, to provide members with up-to-date information in matters relating to child protection and the maintenance of a Safe Environment Program in ministry and the workplace. Jesuits and

employees of Jesuit institutions serving minors are also expected to comply with expectations of the Safe Environment Program of the local diocese.

IX. STANDARDS OF CONDUCT FOR INTERACTION WITH MINORS

A. Standards

The following Standards are intended for Jesuits with respect to making decisions about interactions with minors in Province and Church sponsored and affiliated ministries and programs. These Standards apply to all Jesuits. Our relationships with minors are both professional and personal. For this reason, the following Standards apply to all ministerial and non-ministerial relationships with minors, including minors who are family members recognizing that in certain family situations the application of these Standards may require appropriate nuance.) Though it is impossible to provide guidance for every individual situation, the Standards do require Jesuits to conduct all relationships with minors, including relatives, in public with the full knowledge and consent of the minor's parents or guardians. Jesuits are to exercise prudence in every situation with minors.

B. Examples of Appropriate Behavior

The following expressions of affection are examples of appropriate behavior for Jesuits in ministry roles with minors:

- Hugs, pats on the shoulder, back or head (when culturally appropriate), putting an arm around shoulders.
- Handshakes, "high-fives" and hand slapping.
- Touching hands, faces, shoulders, and arms.
- Holding hands while walking with small children, sitting beside them, and kneeling down or bending down for hugs with them.
- Holding infants or lifting up small children in public settings.
- Holding hands during prayer.

C. Prohibited Behaviors

The following behaviors are prohibited:

- Using, possessing or being under the influence of illegal drugs while in the presence of minors.
- Using or being under the influence of alcohol while supervising minors.
- Providing or allowing minors to consume alcohol or illegal drugs.
- Discussing one's own sexual activity or sexual history with minors.
- Discussing sexual activities or engaging in any sexually oriented conversation with minors outside the context of pastoral care. Pastoral care includes the Sacrament of Reconciliation, pastoral counseling, and conversations that are part of a legitimate lesson and discussion for teenagers regarding human sexuality issues. In all cases, great care

must be taken to seek referral for appropriate professional counseling if the problems identified are beyond the competence of the pastoral minister.

- Being nude in the presence of minors, changing or showering in the presence of minors.
- Providing sexually oriented or morally inappropriate printed or electronic materials (magazines, cards, videos, films, e-mails, photographs, clothing, etc.) to minors. Sharing sexually oriented material with minors over the Internet or engaging in inappropriate or sexually oriented conversations with minors online.
- Sleeping in the same bed, sleeping bag, or small tent with minors.
- Sharing private overnight rooms with minors including, but not limited to, those in any private residence, hotel, or Jesuit-owned facility.
- Engaging in sexual contact with minors. For the purposes of this policy, sexual contact is defined as any touching of the sexual or other intimate parts of a person directly or through clothing for the purpose of gratifying sexual desire of either party. It includes allowing or encouraging such touching by a minor.
- Producing, distributing, downloading, or intentionally viewing child pornography.

D. Overnight Events and Travel

1. Jesuits are prohibited from transporting minors in vehicles without permission of the minor's parents or guardians. Jesuits may not transport a lone minor in a vehicle without the presence of another adult. Should an emergency situation arise in which a minor needs a ride and the Jesuit is the only person who can provide that ride and no other adult is available, the Jesuit should attempt to notify the parents or guardian of the minor, and/or someone in his community, and/or another responsible adult of the emergency situation. This should occur before the Jesuit transports the minor; but, if prior notification is not possible, notification must occur as soon as possible.
2. Jesuits are prohibited from having unnecessary physical contact with minors while in vehicles.
3. With the exception of Province-sponsored events, such as discernment retreats, unaccompanied minors are not permitted to be overnight guests in Jesuit residences. Requests for exceptions to this restriction must be submitted to the Socius in writing two weeks prior to the visit.
4. No Jesuit will supervise an overnight event with minors unless at least one other adult chaperone is present.
5. Changing and showering facilities for Jesuits must be separate from changing and showering facilities used by minors.

E. Physical Contact

1. Physical Discipline: Jesuits are prohibited from using physical discipline in any way for behavior management of minors. No form of physical discipline is acceptable. This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction for inappropriate behaviors by minors.

2. Examples of Inappropriate Physical Contact: Some expressions of physical affection have been used by adults to initiate inappropriate contact with minors. In order to maintain the safest possible environment for minors, the following are expressions of affection that are not to be used by members in ministry roles with minors:

- Inappropriate or lengthy embraces.
- Kissing on the mouth.
- Wrestling with a minor.
- Tickling a minor.
- Touching buttocks, female chests, inner thighs, 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.
- Giving to or receiving from a minor any type of massage.

F. Electronic Communications, Including All Forms of Social Media, Computer and Telephone Interactions (The following includes excerpts from the most recent edition of Guidelines and Policies Regarding Internet Presence, Social Media and Other Electronic Communications, Jesuit Conference of Canada and the United States)

1. Jesuits are urged to familiarize themselves with the above-referenced document, which includes valuable information on electronic communications issues which are not specifically related to child protection.

2. Jesuits should always be aware that anything posted on the internet or otherwise communicated electronically is subject to viewing and usage by anyone who wishes to access that material. A Jesuit's usage of all forms of electronic communication must never be in violation of civil law, the Catholic Church's policies, or the policies of the Society of Jesus.

3. Policies Related to Communications with Minors:

- a. Jesuits should not communicate with minors (other than relatives) using electronic media, (including email, instant messaging texting or social media sites), except as part of their professional/ministerial responsibilities. If a minor contacts a Jesuit a polite response is permitted, but future communications should be avoided.
- b. Jesuits should be familiar with and respect any policies related to electronic communications that are in place where they work, e.g., a school.
- c. Jesuits who have a "public presence" or maintain "public pages" on social media, e.g., Facebook or Twitter, where anyone can "like" or "follow" are permitted to have minors "like" or "follow" their posts.
- d. During any usage of social media or other electronic communications with minors,

Jesuits are not:

- To make comments that are, or could be construed by an observer to be, harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning or humiliating.

- To engage in sexually oriented conversations or discussions about sexual activities unless part of a legitimate pastoral situation.
- To post sexually oriented or morally inappropriate pictures, photos, or comments.
- To post names, photos and or likenesses of minors or details of ministry/program activities involving minors on any electronic media without the explicit, written permission of the minor’s parents or legal guardian.
- To engage in one-on-one video chatting or have a one-on-one interaction in a chat room.
- To engage in instant messaging unless this is a very brief and infrequent exchange and has a readily and clearly apparent professional or ministerial purpose.
- To initiate or accept a “friend” request (or similar social media “connection”) using a personal social media or email account.
- All electronic communications with a minor should be transparent and never secretive and are subject to review and oversight by the Provincial, the Socius or the local Superior. This is for the protection of all concerned, i.e., the minors, the Jesuit himself and the Province.

X. OTHERS LIVING TEMPORARILY IN A UCS RESIDENCE OR COMMUNITY

Before a religious from another province or Institute or a diocesan priest is allowed to reside in a UCS house or community, he must read the policies in place for UCS members and acknowledge that he must comply with those policies while living in the UCS house or community. He must also comply with any diocesan regulations and requirements while living in the UCS house or community within that diocese.

Approved
March 2023
Thomas P. Greene, S.J.
Provincial
USA Central and Southern Province