



Annual Report for July 1, 2010-June 30, 2011 Child Protection Advisory Board

With a commitment to the well being of young people, the Archdiocese of Washington has had a written Child Protection Policy for 25 years. It was one of the first dioceses in the nation to have a written policy, education on child protection and electronic fingerprinting for background checks. The policy has become a model for dioceses nationwide and is available online at www.adw.org.

An archdiocesan Child Protection Advisory Board of lay experts (including at least one victim-survivor) monitors the archdiocese's outreach and compliance with the Child Protection Policy. In addition, the United States Conference of Catholic Bishops audits all dioceses on their compliance with the U.S. Bishops' Charter for the Protection of Children and Young People. The auditors conduct interviews and review records and materials relating to education, background checks, compliance monitoring, reporting and healing. The archdiocese has been found in full compliance every year.

A key aspect of the Child Protection Policy is accountability and so each year, the archdiocesan Child Protection Advisory Board makes a report to the people of the archdiocese on implementation of the policy. This eighth annual report covers prevention and education efforts, as well as the archdiocese's response to those who have come forward with allegations over the report period.

Education

The Archdiocese of Washington is committed to preventing child abuse before it occurs and to identifying and reporting child abuse once it has occurred. Archdiocesan policy mandates child abuse awareness and prevention education for all adults - clergy, volunteers and employees - who have substantial contact with children, as well as safe environment education for youth. At the heart of this longstanding policy is the understanding that by raising awareness among adults and increasing their knowledge and ability to deal with child abuse issues when they arise, and by educating children on how to be safe and stay safe, risks to child safety can be greatly reduced.

Adult Education. The program used by the Archdiocese of Washington, *Protecting God's Children for Adults*, is nationally recognized and was developed by National Catholic Risk Retention Group/Virtus. Twelve Virtus-trained facilitators, including several who are

bilingual in English and Spanish, led this year's education sessions. Between July 1, 2010 and June 30, 2011:

- 80 safe environment training sessions, including seven in Spanish, were held at various locations throughout the archdiocese.
- 3,845 individuals, including volunteers, new employees and clergy were trained.

Child Education. The archdiocese, under the direction of the Superintendent of Schools and the Director of Religious Education, continued to provide safe environment education for the children in archdiocesan Catholic schools and parish religious education programs. The Catholic Schools Office and the Office of Religious Education used materials developed by Virtus, the same company that provides the adult education materials. During the 2010-11 school year, 15,214 Catholic school students and 21,314 children in parish religious education programs received safe environment education.

Catholic school teachers constructed lesson plans primarily from the Virtus program. These lesson plans were posted on a customized section of the Virtus website under a "Teacher Tab," for use by teachers, counselors, and school administrators. Additionally, school staff may access The Teacher Tab also included lesson plans from *Circles of Grace*, *Creating Safe and Sacred Places* (grades 9-12), *Creating Safe and Sacred Places for Young Adolescents* (grades 5-8), *NetSmartz* and *CyberSmart*, as well as the *Child Lures Prevention Program*.

Catechetical leaders and catechists accessed information for safe environment training for children in parish religious education programs through a "Catechist Tab" on the Virtus website. This customized site had materials in English and Spanish, including lesson plans, a parent brochure and other materials. These materials also were included on a CD created for catechists as part of the implementation of the new Archdiocesan Religion Curriculum Guide.

Since it is important that safe environment training be made available to all children, special outreach was made to ethnic communities to help them provide training. This included identifying and preparing trainers, and offering other support.

The educational program and materials were well received by teachers, catechists and counselors.

Fingerprinting and Background Checks

The archdiocese recognizes that criminal history record checks are a critical element in ensuring the safety of children and helping to protect them from inappropriate actions or behaviors of others. All clergy, employees and volunteers who will have substantial contact with minors while working or volunteering are required to undergo state and federal criminal history record checks. The archdiocese requires that they be fingerprinted for FBI and Maryland State criminal background checks. Since 2002, this fingerprinting has been done through state-of-the-art electronic scanning via Live Scan equipment at three archdiocesan locations. Between July 1, 2010 and June 30, 2011:

- 3,458 employees, volunteers and clergy were fingerprinted
- Two background checks were conducted on each person (Federal and MD), generating 6,916 reports

Fingerprinting services were offered on a regular schedule at three sites, including the archdiocesan Pastoral Center in Hyattsville and parishes in Southern Maryland and upper Montgomery County, in an effort to make fingerprinting accessible to volunteers and employees.

Child Abuse Allegations

The archdiocese is committed to working with civil authorities to protect children by preventing child abuse and neglect, reporting alleged incidents of abuse or neglect, cooperating in investigations of allegations, and advising victims of their right to report independently while also supporting their exercise of that right. Archdiocesan policy requires that all archdiocesan personnel are required to report any suspected abuse to the civil authorities. Reporting requirements, both civil and internal, are described in the Archdiocese of Washington's Child Protection Policy, which is published in writing and available online at www.adw.org. The Office of Child Protection Services was established to assist in these reporting obligations and can be contacted by telephone, email or fax, 24 hours a day, to receive allegations of suspected abuse, whether current or past, and to report such allegations to civil authorities. .

Allegations against archdiocesan clergy. One allegation was made involving an archdiocesan priest who had been previously accused and removed from ministry in 1996. The allegation was made by a relative of a deceased victim, with the alleged conduct occurring in 1962-63.

Allegations against non-archdiocesan clergy. Two allegations were received involving two religious order priests who had served in the archdiocese some time ago. The allegations involved conduct occurring in 1968 and the late 1970's, respectively. In addition, two allegations were received involving a Brother in a religious order who had served in the archdiocese and conduct dating to the 1970's.

Allegations against lay employees, contract workers and others. There were no allegations of child abuse against lay employees or contract workers during this reporting period.

Consistent with the Child Protection Policy, all of the above allegations were reported to the civil authorities and the archdiocese offered its full cooperation with any investigation that might be initiated by the authorities. The archdiocese also offered assistance with counseling and pastoral care for the victims who came forward.

Financial Resources for Child Protection Efforts

Between July 1, 2010 and June 30, 2011, \$374,330 was spent on implementing and complying with the Child Protection Policy. This included salaries and benefits for the Office of Child Protection Services and the Office of Employee and Volunteer Services, materials, training stipends, fingerprinting and other equipment purchases and maintenance, and professional fees for the training program. An additional \$44,037 was spent on counseling and other assistance for victims and \$230,000 was provided in settlements in lieu of future counseling expenses.

Child Protection Policy Compliance System

The Child Protection Policy Compliance System is used by the archdiocese to monitor the compliance of adults who have substantial contact with children. Through this system, a compliance coordinator for each parish, school and agency has immediate online access to compliance information for employees and volunteers at that location. Coordinators are designated by the pastor and then trained by the Office of Child Protection Services. The annual turnover rate for coordinators is approximately 10 percent. During the reporting period, eight group or individual trainings were held for 24 new coordinators.

The Child Protection Policy Compliance System has been in place for four full years and is functioning well. Each year since its implementation the archdiocese has learned more about how the system functions on an ongoing basis and has made appropriate changes or adjustments when needed.

National Audit

The United States Conference of Catholic Bishops (USCCB) audits all dioceses annually on their compliance with the U.S. Bishops' *Charter for the Protection of Children and Young People*. For the years 2008 through 2010, all dioceses were required to submit annual fiscal year audit reports, with a third of the dioceses having follow-up on-site audits each year. The Archdiocese of Washington's on-site audit was in 2010. The auditor spent one week on-site reviewing and checking the data submitted to the USCCB by the archdiocese, and interviewing a variety of people, including archdiocesan and parish staff, representatives of the Child Protection Advisory Board and a victim who came forward in the past. Following the completion of the on-site audit the Archdiocese of Washington was found in compliance with the Charter.

Communications

The Secretariat for Communications maintained regular contact with parishes and schools on child protection matters. Information about archdiocesan policies and procedures outlined in the Child Protection Policy continued to be disseminated, utilizing all available channels of communication such as the archdiocesan newspapers, secular media outlets (television, radio and print), and the archdiocesan website.

Following an allegation of misconduct by a religious Brother dating to the 1970's, the archdiocese prepared letters that were read at all Masses at seven parishes where he had served. Archdiocesan staff also attended these Masses to answer questions or be available if anyone had additional information to share. The information also was emailed to all priests, in keeping with archdiocesan communications practices for allegations.

In May 2011, the Office of Communications prepared for the release of a report by the John Jay College of Criminal Justice, *The Causes and Context of Sexual Abuse of Minors by Catholic Priests in the United States, 1950-2010*. Cardinal Wuerl was interviewed by local secular media outlets on the release of this report, and his op-ed on preventing abuse was published on washingtonpost.com. An interview with Cardinal Wuerl on the John Jay report was also published in the archdiocesan newspapers, the *Catholic Standard* and *El Pregonero*.

On the archdiocesan website under the Youth (Child Protection) tab, parent resources about the archdiocesan Child Protection Policy, safety tips for parents, internet safety, cyber bullying, sexting and healthy teen relationships were available, along with a link to the United States Conference of Catholic Bishops' Office of Child and Youth Protection.

Review of the Child Protection Policy

The Child Protection Advisory Board is required to review the archdiocesan Child Protection Policy on a regular basis and to update the policy as needed. During the report period, the Board reached out to staff and others who use the policy and began the revision process. An updated policy is expected to be completed in mid-2012.

Conclusion and Direction for the Future

Over this past year, the archdiocesan staff continued to focus on implementation of the policy, training of parish coordinators and ensuring that school and parish leaders know what steps to take if they suspect abuse. In addition, the archdiocese continued its efforts to raise broad awareness of child safety.

Looking ahead, the staff, with the support of the Child Protection Advisory Board, will continue to review the compliance process for volunteers and employees and make recommendations for appropriate changes. In addition, the archdiocese expects to issue an updated Child Protection Policy in 2012.

Members of the Child Protection Advisory Board:

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