## A Safe Environment Policy for the Archdiocese of Kingston

## INTRODUCTION

The Archdiocese of Kingston recognizes the dignity and rights of all minors and vulnerable persons and is committed to ensuring their safety and well-being in a way that promotes their human dignity, integrity, and worth as People of God.

In keeping with our commitment to ensure a safe environment, the Archdiocese has implemented a Screening Policy and a Code of Pastoral Conduct to address issues of misconduct and to protect all those whom we serve through our programs and in our facilities, particularly the young and the vulnerable, as well as those who serve: that is, clergy, religious, lay employees, and volunteers.

Furthermore, the Archdiocese of Kingston, recognizing the reality that there is always the possibility of misconduct, and being sensitive to the needs and concerns of victims, has developed policies to assist the Archdiocese in responding with charity, justice, and healing to any allegations of sexual misconduct.

The following protocols comprise the Safe Environment Policy of the Archdiocese of Kingston:

- 1. Protocol for Creating a Safe Faith Community and Responding to Cases of Alleged Sexual Misconduct;
- 2. Code of Pastoral Conduct for Priests, Deacons, Seminarians, Employees, and Volunteers Engaged in Ministries and Services in the Roman Catholic Archdiocese of Kingston;
- 3. Screening Policy for Clergy, Religious, Lay Employees, and Volunteers in the Roman Catholic Archdiocese of Kingston.

These protocols apply to all priests and deacons serving in the Archdiocese of Kingston, whether incardinated in this Archdiocese or another diocese, or a member of a religious order. These protocols also apply to religious sisters and brothers and lay employees and volunteers serving in the Archdiocese of Kingston and its parishes.

These protocols do not apply to other corporate bodies that have a Catholic identity, such as schools and school boards, social welfare agencies, or hospitals. Staff and volunteers of these entities are subject to the policies of these institutions.