

**POLICIES FOR PROTECTING CHILDREN
AND RESPONDING TO ALLEGATIONS OF
SEXUAL ABUSE OR 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 damage 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 the establishment of a Safe Environment Program (“SEP”). The Province will respond to allegations of sexual abuse by a Jesuit through the establishment of 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, August 2002); 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 the person bringing the allegation, 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 established by an appropriate process 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 the policies and procedures.

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 includes the acquisition, possession or distribution of images of a minor for purposes of sexual gratification. Sexual abuse 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, sports, 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 three groups and officials, all 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 and Safe Environment.
3. A Coordinator of Pastoral Support and Outreach (“CPSO”) who is the designated contact for receiving allegations of sexual abuse 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 entire investigatory process, and afterwards when indicated.

II. REVIEW BOARD (See *Review Board Policy, USA Central and Southern Province of the Society of Jesus* for additional information.)

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, former and/or deceased Jesuits. The Review Board also advises the Provincial on compliance with the current Conference of Major Superiors of Men (“CMSM”) Child Protection Standards.

As an advisory body, the Review Board does not investigate reports of sexual abuse, as this might create a dual role for the Board, and therefore would not meet prevailing standards for independent review.

A. MEMBERSHIP OF THE REVIEW BOARD:

The Review Board shall consist of at least five members who shall be appointed by the Provincial, in consultation with the Socius and the DSEPC.

1. The majority of Review Board Members shall be lay men and women who are not employed by the Society of Jesus or the Province, or any Jesuit-sponsored institution. This may include men and women who are members of religious orders or institutes.
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 not limited to them: Medical (Pediatrician, Psychiatrist, etc.); Social Sciences (Psychologist,

Social Worker, Counselor, etc.); Legal and Law Enforcement, and/or State Protective Services.

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.

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 has occurred. (“Moral certitude” in this context means a high degree of probability, but short of absolute certainty.)
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.

III. DIRECTOR, SAFE ENVIRONMENT AND PROFESSIONAL CONDUCT (See Position Description: Director, Safe Environment and Professional Conduct for additional information.)

A. MAJOR DUTIES AND RESPONSIBILITIES

1. Implements and updates as necessary the Provinces policies and procedures that relate to the prevention and response to sexual abuse of minors or vulnerable adults.
2. Provides consultation and assistance to the Socius in cases of sexual misconduct as defined in this policy.
3. Oversees and assists with the implementation of the Safe Environment Program.
4. Oversees and assists the Province’s CPSO.

5. Assists the Provincial and the Socius and the Province Counsel in addressing reports of sexual abuse or sexual misconduct.
6. Collaborates in the development and implementation of Safety Plans for Jesuits with an established allegation of the sexual abuse of a minor.
7. Assists the Review Board.
8. Coordinates the Provinces compliance with the CMSM Standards for the Protection of Children.
9. Provides assistance to other Jesuit institutions in the Province as requested.

IV. COORDINATOR OF PASTORAL SUPPORT AND OUTREACH (See Position Description: Coordinator of Pastoral Support and Outreach for additional information.)

A. MAJOR DUTIES AND RESPONSIBILITIES

1. Receives reports of allegations of sexual abuse and sexual misconduct.
2. Notifies civil authorities and child protection services of sexual abuse as required by law.
3. Provides pastoral support and case management services out of charitable concern, as set forth herein, to the person making the report.
4. Works collaboratively with the Provincial, Socius, DSEPC, Province Counsel and Review Board.

V. REPORTING ABUSE OR 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 the allegation and responds with compassion and understanding. 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 or state agency 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 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 make the allegation known to civil authorities, including situations in which the person who was allegedly abused is not presently a minor, and there is no legal obligation on the part of the Province to report it to civil authorities.
3. The CPSO prepares a preliminary report, using information gathered in the initial contact with the person alleging sexual abuse or misconduct. This report will include, but not be limited to the following:
 - a. Name, age, address and phone number(s) of the alleged victim.
 - b. Name of the alleged perpetrator.
 - c. Approximate date(s) and/or time frame of the alleged abuse.
 - d. Nature, type and place(s) where the alleged abuse occurred.
 - e. Any written documents or photographs the alleged victim volunteers to provide.
4. Proceeding out of a sense of charitable concern if it is deemed to be an emergency and the reporting person seeks some type of immediate assistance, the CPSO may offer such assistance after consultation with the DSEPC, or, if he/she is unavailable, the Socius, and others as deemed necessary. Similarly, out of charitable concern, the CPSO may offer and arrange and pay for initial counseling sessions and/or other pastoral support at a 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 concern for the individual.
5. The CPSO notifies the DSEPC, who in turn notifies the Socius, the Provincial, Province Counsel and the Review Board of the allegation. With due regard for the laws governing the reporting of abuse, the DSEPC in collaboration with the Province Counsel, conducts an internal investigation, and may arrange for an external investigation if necessary. (As in V.B.1 above, required reports to appropriate civil authorities or state agencies take precedence over any internal or external investigation made by the Province.)
6. The Province strives swiftly to investigate and evaluate the report of abuse. The DSEPC, working with the Provincial, Socius and Province Counsel as needed, will usually conduct the initial internal investigation. The DSEPC will
 - a. Conduct interviews with the alleged victim and the accused, if he is available.
 - b. Review available and potentially relevant Province records.
 - c. Arrange for a psychological evaluation of the accused, if indicated and if he is willing.
 - d. Prepare a written report for the Provincial, Socius, CPSO, Province Counsel and Review Board.
7. Outside independent investigators may be used as appropriate.
8. The results of the investigation and evaluation of the Jesuit accused of sexual abuse will be shared with the Review Board, who will provide advice to the Provincial.
9. Unless the allegation is manifestly false or frivolous, the Provincial may remove the accused Jesuit from public ministry until the investigation is concluded, with due respect for his canonical rights and rights as a member of the Society of Jesus. This removal is temporary, precautionary and non-punitive in nature, and the purpose is to do whatever seems necessary for the protection of minors and vulnerable adults.
10. When an allegation is brought forward as part of a criminal investigation or a civil lawsuit, the Province is usually prohibited from directly interacting with the person alleging

abuse and must rely on law enforcement officials and/or the individual's attorney, who coordinates with the Province's Counsel.

11. The Provincial or his delegate will maintain contact with the accused Jesuit throughout the entire process, in order to provide adequate support.

12. When the Provincial has received the completed investigation report, he will present the results of the investigation to the accused Jesuit for his response.

C. When an Allegation is Established

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 established in accord 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 (i.e., referral to Fr. General and the Congregation for the Doctrine of the Faith) that will permanently remove the Jesuit from public ministry. The Provincial's response may also include 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 will communicate his decision to the person making the complaint, to the Jesuit involved, 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 alleged sexual abuse took place, the diocesan bishop where the accused Jesuit resides, the institution, work or ministry where the alleged abuse took place and where the accused Jesuit is currently assigned.

4. The Provincial may seek advice from the Review Board regarding informing other constituencies including the wider public, and then make his decisions regarding who will be informed.

D. When Allegation is Deemed 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. If the investigation determines that the allegation is without merit, 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 removed from ministry).

VI. SUPERVISION of JESUITS WHO ARE REMOVED BECAUSE OF AN ESTABLISHED ALLEGATION

A. Evaluation and Therapy

1. A Jesuit with an established allegation may be asked to submit to a professional evaluation and to participate in recommended treatment. The Jesuit is free to refuse to undergo an evaluation or to participate in treatment.
2. A Jesuit with an established 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, 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, telephone reassurance for shut-ins, working in a food bank or soup kitchen, or some other form of supervised social services.
- Vocational and/or occupational counseling may be offered to the Jesuit. 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 established allegation of abuse of a minor will have 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 allegation.
4. The Provincial will meet with the Jesuit annually to discuss compliance with the Safety Plan and progress in his goals for spiritual growth.
5. The Supervisor will have a quarterly conference with the Jesuit to discuss compliance with the Safety Plan.
6. 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.
7. 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).
8. The Supervisor will report to a Delegate (appointed by the Provincial) quarterly regarding the member's compliance with his Safety Plan. The Supervisor will provide the Delegate with documentation of the Supervisory Visits annually.
9. 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.
10. 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.

E. Contact with Minors

Under no circumstances will a Jesuit with an established 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 would include but not be limited to meals in restaurants, going to the movies, riding in automobiles, internet or telephone communication, or private conferences in parish or community offices, community parlors, bedrooms of members, etc.

F. Travel, Vacation and Retreats

1. A Jesuit with an established allegation 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. Retreats in locations alone are 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 from 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 and Publications

1. Restrictions may be imposed on publications, letters to the editor, web-pages, social media forums, radio and television appearances, email, texting, and internet usage.
2. Sensitivity for victims would dictate caution with regard to displaying photographs of a Jesuit with an established allegation in Jesuit publications and institutions, especially those institutions that serve minors.
3. In some cases, the restricted Jesuit's use of mail, email and telephone communication and internet usage may need to be regulated.
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.

VII. 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 was 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 not a minor or vulnerable adult) committed by another Jesuit, he will make a report to the CPSO, who will in turn inform the DSEPC. The DSEPC will inform the Socius.
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 reports that he/she was abused when a minor by a Jesuit, he will comply with the reporting requirements of the state in which the alleged abuse took place. Unless the person indicates he/she only wishes to make the allegation of abuse known to the Province, the Jesuit receiving the report should advise the person that he/she may speak with the “Coordinator of Pastoral Support and Outreach,” 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 DSEPC and Socius.
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 *USA Central and Southern Province of the Society of Jesus Standards of Conduct for Interaction with Minors.* (Section VIII in this document.) If a Jesuit witnesses behavior of another Jesuit which, while it does not rise to the level of abuse but seems contrary to the above-mentioned code, he will bring that behavior to the attention of his brother and/or the local Superior in a spirit of charity and fraternal correction.
8. If a Jesuit sees a repetition of behavior that seems to violate the code of conduct (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 carried out, 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 with an established allegation of sexual abuse of a minor.
4. The Provincial will remove from public ministry those Jesuits who have an established allegation of abuse, and those who have produced, possessed, distributed, downloaded and/or intentionally viewed child pornography of any kind.
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 with an established allegation 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 work place. **Jesuits and employees of Jesuit institutions serving minors are expected to comply with expectations of the Safe Environment Program of the local diocese.**

VIII. 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 norms 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 norms may require appropriate nuance. Though it is impossible to legislate for every individual situation, the norms do require Jesuits to conduct all relationships with minors, including relatives, in public with the full knowledge and consent of their parents. Jesuits are to exercise prudence in every situation with minors.

B. Examples of Appropriate Behavior

The following expressions of affection are regarded as 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 of any kind.

D. Overnight Events and Travel

1. Jesuits are prohibited from transporting minors in vehicles without permission of their parents or guardians. No Jesuit may 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 and another adult who might accompany the Jesuit is not available, the Jesuit should attempt to notify the parents or guardian, and/or someone in his community, and/or a responsible adult of the emergency situation either beforehand or afterwards.
2. Jesuits are prohibited from unnecessary and/or inappropriate physical contact with minors while in vehicles.
3. With the exception of Province-sponsored events, such as discernment retreats, unaccompanied minors are not permitted as overnight guests in our residences. Requests for exceptions 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 or arrangements for Jesuits must be separate from facilities or arrangements for 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
 - Any type of massage, whether to a minor or from a minor.

F. Electronic Communications, Including All Forms of Social Media, Computer and Telephone Interactions (The following includes excerpts from *Guidelines and Policies Regarding Internet Presence, Social Media and Other Electronic Communications, Jesuit Conference of Canada and the United States, May 1, 2016*)

1. Jesuits are urged to familiarize themselves with the above-mentioned document, that has 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 almost anyone who wishes to access that material, and the Jesuit's usage of all forms of electronic communication must never be in violation of what is expected in civil law, the Catholic Church and 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 the 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 communication that are in force in the setting where they work, such as a school.

- c. Jesuits who have a “public presence” or maintain “public pages” on social media, such as Facebook, where anyone can “like” or “join” are permitted to have minors “liking” or “following” as long as they are not in contact in any other manner with the minors.
- 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 a parent 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 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.

Approved
August 2018
Ronald A. Mercier, S.J.
Provincial / USA Central and Southern Province