

Diocese of Brooklyn

Monitoring Procedures

Clergy Monitoring

The Diocese of Brooklyn is committed to the protection of minors¹. One part of that commitment is the monitoring of clergy² who have been credibly accused of sexual misconduct of a minor.

These procedures apply to clergy (i) against whom credible allegations of sexual abuse of a minor have been made who continue to work for the Diocese or to whom the Diocese continues to pay or provide benefits; and (ii) the Bishop has determined should be subject to these Monitoring Procedures (collectively, “Supervised Clergy”). The Bishop may determine that a clergy member should be subject to these Monitoring Procedures because (i) the clergy has violated the Code of Conduct such that monitoring is warranted; (ii) the clergy is the subject of an allegation of abuse or misconduct that is under investigation that the Bishop determined warranted monitoring; or (iii) any other reason within the Bishop’s discretion.

Realizing that as a non-governmental institution the Diocese lacks coercive police power, Supervised Clergy are canonically assigned a Clergy Monitor, who is an individual employed by the Diocese within the Office of Protection of Children and Young Adults to monitor Supervised Clergy. If the Supervised Clergy refuses to accept or cooperate, he shall be separated from the Diocese (2006 USCCB Norms, #8).

For each Supervised Clergy, the Diocese, through the Clergy Monitor, will create, record in writing, and supervise an individualized monitoring plan that reflects risk mitigation and careful consideration.

- The individualized monitoring plans that the Clergy Monitor develops to mitigate risk may include, but are not limited to:
 - Periodic social media searches.
 - Informing local law enforcement of the Supervised Clergy member’s location.
 - Visiting the clergy member on a periodic basis and directing him to inform the Diocese of his activities, including travel and specific contacts near his location.
- The Clergy Monitor, in devising an individualized monitoring plan, will consider factors including, but not limited to:
 - Where the clergy member is living, including the extent of potential exposure to minors and Vulnerable Persons.

¹ A minor is defined as any person who is not yet eighteen years of age, or one who habitually lacks the use of reason, in compliance with the *Charter for the Protection of Children and Young People*.

² The term “clergy,” as used herein, is understood to be coextensive with bishops, deacons, Diocesan priests, and Order priests, who serve within the territory of the Diocese of Brooklyn.

- If the clergy member resides in a facility where there are others who would be alerted to any violations he may commit.
- Whether the clergy member is employed and the nature of his employment.
- Whether the clergy member travels.
- The clergy member's contacts with the community in which he lives.
- Other factors relevant to analyzing whether the clergy member will come into contact with minors or Vulnerable persons.

The goals of the Monitoring Procedures include:

- Reduce risk by promoting healthy living on the part of participants in the program.
- Prevent harm to the faith of Catholics within the Diocese.
- Protect the reputation of the priesthood from further harm by individuals in the program.
- Consistent accountability within a supervised framework is the core of the program.

Restrictions. Every clergy member credibly accused of sexual abuse of a minor agrees to certain prohibitions:

1. He is prohibited from exercising priestly ministry in all forms, including public celebration of the mass, hearing confession, celebrating any sacraments, the wearing of the Roman collar or clerical garb and being introduced as "Father."
2. He is prohibited from providing spiritual direction, pastoral care, counseling and all other forms of ministry that may be provided by lay persons.
3. Any travel must be reported to the Clergy Monitor.

These requirements may or may not apply to clergy who are subject to the Monitoring Procedures for reasons other than a credible allegation of abuse.

The protocols, procedures and practices of the monitoring program shall be applied on a case-by-case basis but must include certain essential components. The implementation of each case shall be documented and retained in an appropriate file within the electronic filing system at the Diocese that otherwise complies with the record-keeping policies set forth in Paragraph 104 of the Assurance of Discontinuance. Other prohibitions may be made based on an individual's history of offence such as:

- The Supervised Clergy will establish contact with a designated clergy member associated with the Diocese on a monthly basis.
- The Supervised Clergy may be required to live in communal housing if such supervision is needed. Wherever he lives, the Clergy Monitor can visit at any time unscheduled and unannounced.
- The Supervised Clergy may be required to attend individual or group counseling sessions. If so, the Supervised Clergy must get a signed note from the counselor testifying to the Supervised Clergy's participation in each session. This verification will be given to the Clergy Monitor.

- The Supervised Clergy may be required to participate in a 12 STEP group (AA, OA, NA) or other support group. If so, he must request a signed verification that he attended a session. This verification is given to the Clergy Monitor at the next session.
- The Supervised Clergy may be required to attend individual or group spiritual direction sessions. If so, the Supervised Clergy must get a signed note from the spiritual director testifying to the Supervised Clergy's participation in each session. This verification will be given to the Clergy Monitor.

The plan delineates how often the Supervised Clergy will meet individually with the Clergy Monitor. Additional meetings may be unscheduled and/or spontaneous at the Clergy Monitor's discretion as required to monitor compliance with the plan.

Employee and Volunteer Monitoring

Employees and volunteers of the Diocese against whom credible allegations of sexual abuse of a minor have been made will be removed from the Diocese immediately upon such determination. Employees and volunteers who have violated the Employee Code of Conduct or Volunteer Code of Conduct, respectively, will be subject to disciplinary action, up to and including potential dismissal. The Diocese will also monitor activities such employees and volunteers engage in during the course of their employment or volunteer work with the Diocese to the extent determined by the Diocese to be appropriate, if at all, in response to the Code of Conduct violation at issue.