

## **Archbishop's Statement**

**Project Benjamin News Conference, May 17, 1989**

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Welcome members of the media, members of the Task Force, and staff of the Archdiocese. This is an important moment in the ministerial life of the Catholic Church in Southeastern Wisconsin.

Last year in June, I called for a project that would help facilitate healing in past victims of child sexual abuse. In my column in the Catholic Herald, I wrote, "... anger and guilt often remain imbedded in the psyche long after the victim has been totally vindicated legally. Too often in the past the victim received no help in working this out."

The Church has helped past and present victims of child sexual and physical abuse through counseling and prevention by such agencies as Catholic Social Services and Adult and Family Ministry of the Archdiocese. Yet, the Church must do more, especially in assisting those victims and families that have been affected by abuse within the Church.

The Project will serve victims and survivors of sexual abuse and their families, perpetrators, and also parishes that have been affected by instances of abuse by an employee, volunteer, or clergy member.

A Task Force has been meeting for the past nine months. Members include local civic and church leaders concerned for victims of child sexual abuse and involved in services to victims. I applaud the work of the Task Force.

To tell you more about the Project and the work of the Task Force is Fr. Bob Lotz, director of Adult and Family Ministry and chairperson of the Task Force.

# **Project Benjamin**

## **FACT SHEET**

### **About the name...**

In the Scriptures, Benjamin was the youngest of the children of Jacob and Rachael, profoundly vulnerable and even uncertain of his own name and identity (Genesis 35:16-20). Born into a family troubled by rivalry and jealousy, and exploited by his siblings at times, Benjamin is a symbol for all whose early years are troubled.

Benjamin was also an entire tribe in Israel, severely punished for various degrees of involvement in a terrible case of sexual abuse and apathy (Judges 19-21). According to biblical tradition, the event occurred when a Levite and his common law wife were attempting to reconcile their troubled relationship. On their journey home this vulnerable couple avoided the city of the pagan Jebusites, preferring instead to seek lodging with the more trusted Benjaminites of Gibeon. The duty and privilege of hospitality was brutally violated, however, as some of that tribe attempted to abuse the Levite and eventually killed his wife. In outrage, the Levite brought to the attention of the tribes, the injustice which had been done to his wife. Fortunately, the story does not end there but rather, continues in a description of the new beginning provided for the chastened survivors and their families.

Thus, Benjamin is a symbol for the victim, the perpetrator, and the larger fabric of society which abandons its apathy and comes to an understanding of the evil of abuse, working for a new sense of justice and rehabilitation for all.

### **What is Project Benjamin?**

Project Benjamin is an active pastoral response to persons involved in sexual abuse, especially if this has occurred within the context of the Church. The Archdiocese of Milwaukee is launching Project Benjamin with the following goals:

- To reach out to those who have experienced physical and sexual abuse in their lives.
- To seek healing for those who were the agents of such victimization and abuse.
- To provide education for the entire Church community regarding the issues of sexual abuse.

### **Who is Served by Project Benjamin?**

- Victims of abuse by any authority figure of Church, society or family, and the victim's family.
- Survivors who were abused as minors.
- Perpetrators undergoing legal and/or ecclesiastical procedures, or in the aftermath of those procedures.
- Parishes that have been touched by instances of abuse.

### **What does Project Benjamin Offer?**

- Referrals to individual and family counseling and support groups through Catholic Social Services and other community agencies.
- Opportunities for small group prayer experiences.
- Resources on abuse.
- Opportunity for sacramental reconciliation with a priest.
- Workshops and training on issues of abuse.

### **For more information about Project Benjamin contact:**

Mary Kay Balchunas, A.C.S.W.  
Adult & Family Ministry Office  
Archdiocese of Milwaukee  
414-769-3441

### **For people who want to enter the Project Benjamin healing process call:**

414-769-3428

# **Project Benjamin**

## **A STATEMENT OF GOALS AND OBJECTIVES**

The Roman Catholic Archdiocese of Milwaukee seeks to establish a comprehensive, organized, pastoral response to persons involved in instances of sexual abuse, especially if this has occurred within the context of the Church, i.e., involving either a member of the clergy or another in a Church leadership role. Because of the extensive damage to persons resulting from behavior of this type, and because of the distressing evidence that such behavior has not always been adequately and thoroughly addressed in the past, the local Church intends to begin doing so now.

**The Archdiocese is launching "Project Benjamin," a program of action presently being formulated to pursue the following goals:**

1. To assist "first contact" persons in carrying out their responsibility to report to civil and Church authorities any instance of child sexual abuse, and to respond with compassionate understanding and acceptance to the young victim.
2. To provide information regarding therapeutic services for victims who would otherwise be deprived of these services, and to support their participation in this process.
3. To extend a holistic ministry of healing and restoration-acceptance to victims and their families who may carry deep feelings of guilt, anger, and alienation in reference to God, the Church, some specific community within the Church, or some personnel of the Church.
4. To offer opportunities for participating in a process of spiritual reconciliation to self-acknowledged perpetrators who are participating presently, or have participated, in recognized therapeutic programs.
5. To give general witness to the Church's mission both to confront the heinous reality of sexual exploitation and abuse of children by trusted adults, and to foster the appropriate processes of healing and reconciliation for all directly concerned.

**The target groups of this project are:**

1. Victims of present or recent past unreported instances of sexual abuse by any authority figure of Church, society or family, and the victim's family.
2. "Survivors," i.e., teenagers who were sexually abused as children, or adults who were sexually abused as minors.
3. Perpetrators undergoing legal and/or ecclesiastical procedures, or in the aftermath of those procedures.
4. Parishes that have been touched by instances of abuse by an employee, volunteer, or clergy member.

**The specific objectives are:**

1. EDUCATION for prevention.
  - a. To provide general information to the local Church regarding the possibilities and reality of child sexual abuse, the effects on the victim and the victim's family, and the responsibilities of "first contact" persons, i.e., those who first come to know of an instance of abuse.
  - b. To provide specific information regarding the most recent federal and state legislation on this topic and regarding the locations and phone numbers of specific agencies of law enforcement or county departments which receive and investigate reports of child sexual abuse.
  - c. To provide specialized training for clergy, and other professional personnel of the Church regarding the legal, emotional, and spiritual issues usually associated with this type of abuse, and in particular, the identification of the person who must report an alleged instance, and under what circumstances the reports must be made.

**2. IDENTIFICATION**

To identify the signs of abuse, whether physical, psychological, or "family indicators" which professionals can investigate.\*

**3. INTERVENTION**

To develop a procedure whereby Church personnel will be able to respond sensitively to any initial indication of child sexual abuse.

**4. AFTERMATH**

To establish specific opportunities for survivors as well as for perpetrators, and for their families, to address the spiritual and church-related dimensions of this type of abuse, seeking to effect healing and reconciliation for all parties.

\* cf. p. 7 of Public Concern and Personal Action: Child Sexual Abuse, Copyright © 1980 Child Protection Center -- Special Unit, Children's Hospital National Medical Center, Washington, D.C.

# Sexual Abuse

## A FACT SHEET

Child sexual abuse has reached epidemic proportions in the United States. 200,000-500,000 children are reported victims of sexual abuse each year. Victims range in age from infancy to 18 years.

Of the 368 child abuse referrals to Milwaukee County Department of Social Services for the month of January, 1989, 191 (52%) dealt with sexual abuse.

The average age of a sexually abused child in this country is eleven years. Girls are more frequent targets, but boys also suffer abuse. In 80-90% of reported sexual abuse cases, the victim or other family members know the offender. The offender is almost always male and may be from any economic class or ethnic group. Offenders are young and old, married and single, employed and unemployed. Frequently the abuser is a family member, neighbor, or family friend.

Sexual abuse may be in the form of rape, fondling, molestation, exhibitionism, or sodomy. Actual physical force, however, is less common in child abuse cases. Incest, pornography, and prostitution are more common forms of abuse.

Daniel Mc Ivor, psychologist and researcher, reported in 1984 that 80% of prostitutes and 81% of convicted child molesters were sexually abused as children.

Many victims of sexual abuse deny the abuse while it is occurring. This denial can protect them from the pain and allow them to function in a seemingly normal manner until the denial ends. The long-term effects of child sexual abuse may take years to heal. Many abused children grow up with fears of being hurt or rejected, fear for their safety, and fear that they are not normal.

Adults who were victims of childhood sexual abuse may live in confusion and isolation. They can feel trapped, lack trust, suffer very low self-esteem, and fear intimate relationships. They run a high risk for continued victimization through battering and rape. The secretiveness of sexual abuse often engulfs victims in confusion, guilt, fear, and shame.

### Sources:

- Mc Ivor, Daniel. (1984). "Incest treatment strategies." Presentation to the Washington State Psychological Association.  
*Public concerns and personal action: Child sexual abuse.* (1980). Washington, D.C.: Child Protection Center.  
Stanislawski, Richard. (1989). Milwaukee County Department of Social Services.

# **Project Benjamin**

## **MEMBERSHIP LIST**

### **GENERAL MEMBERSHIP**

Recognition of the initiation of Project Benjamin from within the Church, this category reflects Church-based leadership.

#### **Member Affiliation**

Archbishop Rembert Weakland  
Bishop Richard Sklba  
Rev. Steven Amann  
Ms. Mary Kay Balchunas  
Mr. Gregory Bell  
Rev. Michael Hammer  
Mr. Paul Krepel  
Rev. Robert Lotz  
Rev. Andrew Nelson  
Ms. Trish Schickert  
Ms. Vicki Thorn  
Ms. Sandy Vorath

Archdiocese of Milwaukee  
Office of Clergy Personnel  
St. Mary Church, Port Washington  
Office of Family Ministry  
Office of Communications  
Cousins Center Staff  
Catholic Social Services  
Office of Family Ministry  
St. Francis Seminary  
Office of Family Ministry  
Project Rachel  
Catholic Social Services

### **ASSOCIATE MEMBERSHIP**

The function of the Associate Membership category is to provide a vehicle for a consultant role to Project Benjamin. Consultants invited to provide expertise from the community on issues related to sexual abuse. Other experts from the community are called in as needed.

#### **Associate Member Affiliation**

Ms. Rosie Cowdin	Family Intervention Specialist	Parents Anonymous
Dr. Rita McDonald	Clinical Psychologist	Marquette University
Ms. Deborah Neas	Therapist	Task Force on Battered Women
Ms. Terry Perry	I&R Coordination Coordinator,	Common Council
	Task Force on Sexual Abuse and Domestic Violence	
Ms. Kathy Walter	Therapist for perpetrators	State of Wisconsin Bureau of Community Corrections

## Church to aid abuse victims

New counseling and educational services will be offered to victims of sexual abuse under a program Archbishop Rembert G. Weakland is to announce Wednesday.

The program is geared to victims who have suffered abuse from an authority figure in the church, according to archdiocese officials. A committee of 17 church and community leaders developed the program, known as Project Benjamin, over the last year.

Since people who are abused also tend to become abusers, the program also attempts to help break the cycle of abuse, according to archdiocese communications director Gregory Bell.

The program recognizes that sexual abuse of children does happen in society as well as within the church, Bell said, and provides an avenue through which healing can take place.

The program will establish a hot line that parishioners may call. The calls will be screened by Mary Kay Balchunas, project coordinator and associate director of the archdiocese's Office of Family Ministry.

Balchunas said her office would be able to refer victims and their families to a range of services, depending on the case. In some

instances, the family might need referrals to therapists or group counseling that specializes in helping victims overcome the effects of sexual abuse in childhood. In other cases, they might need to talk to existing community agencies or report the case to police.

The program, one of the first of its kind in the country, will begin in the fall, after volunteers and clergy have been selected and trained. They will answer calls from victims and direct them to church or outside agencies that can provide help.

A year ago, Weakland wrote a controversial column saying that some people who are considered to be victims of sexual abuse must take some of the responsibility for the sexual activity. He wrote a second column to clarify his views in which he pledged to establish a program to help children who have been sexually abused.

The program committee includes representatives of Catholic Social Services, the state's Division of Corrections, and community services including the Task Force on Battered Women, the Common Council's Task Force on Sexual Assault and Domestic Violence, and Parents Anonymous.

## victims to be aided

Milwaukee Sentinel  
By MARY BETH MURPHY  
Religion editor 5-15-89

The Milwaukee Archdiocese will launch a project Wednesday designed to help sexually abused children, especially those abused by a priest or other authority figure in the church.

It also will offer help to abusers.

Project Benjamin is probably the first of its kind in the country to be developed by a Roman Catholic diocese.

It will feature a help line staffed by trained volunteers, sources said. The volunteers will refer callers to agencies, including civil authorities or counselors within the church.

The calls will be handled initially by Mary Kay Balchunas, project coordinator and associate director of the archdiocese's Office of Family Ministry.

The volunteers, who will represent each of the 16 districts in the 10-county area of the archdiocese, have not all been selected or trained, sources said. The program is expected to be in full operation by fall.

Some training of clergy to increase their awareness and inform them about child sexual abuse is expected. In many cases, clergy would be the first to be contacted by a parishioner who had been abused.

Archbishop Rembert G. Weakland will announce the project at a news conference Wednesday morning at the Cousins Catholic Center, 3501 S. Lake Dr., St. Francis. A 17-member committee of church leaders, counselors and directors of community programs dealing with sexual abuse have met for the past year on the project.

The members include: Auxiliary Bishop Richard J. Skiba; Terry Perry, coordinator of the Common Council Task Force on Sexual Abuse and Domestic Violence; Deborah Neas, executive director of the Task Force on Battered Women; and Rosalie Cowdin, of Parents Anonymous.

The project grew out of a controversy last summer over a column Weakland wrote on pedophilia and the clergy for the Catholic Herald, the archdiocesan newspaper.

He was criticized by advocates of sexual assault victims for a brief statement about the innocence of some adolescent victims. After meeting with members of the Common Council's task force, he wrote a second column clarifying his remarks and announced his intent to establish a sexual abuse program.

Project Benjamin takes its name from two accounts in the Old Testament dealing with the abused and abuser.

The story of Benjamin is about a little boy whose mother, Rachel, died giving birth to him. Throughout his childhood, he was neglected by his family.

Reflecting the abuser is the story of the tribe of Benjamin, which was destroyed by other Israelite tribes for the crimes of rape and murder. It was rebuilt by surviving members, who at first denied, then acknowledged their crimes.



# Weakland unveils project to aid people affected by abuse

By MARIE HOHDE  
Journal News reporter

The Catholic Church made its move to help those affected by the sexual or physical abuse of children, Archbishop Desmond Weakland said Wednesday as he introduced Project Benjamin, a program he believes is the first of its kind in the world.

Those affected include not just the child victims, but their families, the abused, and the parish, if the abuse involved a church employee, volunteer or member of the clergy.

Weakland said he hoped that the program would encourage all those who were hurting from such abuse to come forward. People touched by such abuse, even laymen, should not be discouraged to call the Project Benjamin hotline at 786-4424.

The project will be coordinated by Mary Kay Buchanan, of the archdiocese staff. It will feature the hot line, which will be staffed by trained volunteers.

But the program will go beyond the phone line. Project Benjamin's focus is providing education on child sexual abuse at every level within the church. Letters detailing Project Benjamin were sent earlier this week to all priests in the 10-county archdiocese.

This summer a handbook outlining procedures for handling and reporting abuse will be prepared for parish leaders. Volunteers are also being trained to work in each of the 18 districts of the archdiocese to extend the healing ministry after such situations arise.

"We hope is that Project Benjamin will encourage all victims of sexual abuse within the archdiocese to come forward," Weakland said.

The project began forming a year ago after Weakland was criticized for comments in columns he wrote in the Catholic Herald. Weakland had said in the columns that not all victims of sexual abuse were totally innocent.

He said Wednesday that had it not been for the criticism, the project probably would not have been formed. He said that in meetings with his critics he became aware of the need for the church to become involved.

Weakland also had said in one of those columns that he believed that priests involved in pedophilia, the preference for having sex with children, should not be involved in the active ministry. But it was difficult to convince the Vatican of that, he said.

"Rome always takes the side of a priest who's involved in a dispute with a bishop," he said. But he said he expected that Rome would give bishops more latitude in handling such cases.

He said that all priests involved in child abuse would not necessarily be reduced to a lay status, or even taken out of the parish ministry. But he did say, "We tend to be ultra-cautious in such cases, and with good reason."

Weakland said the auxiliary bishops, Richard Silba, and 13 others involved in church outreach ministries will be members of the project. Five non-church representatives will serve as associates and provide their insight as community leaders involved in related sexual abuse questions.

## Weakland's wise move

*Mr. Journalist*  
5-20-89

Credit the Milwaukee Catholic Archdiocese for its groundbreaking Project Benjamin to help those affected by the sexual or physical abuse of children. Credit Archbishop Rembert Weakland, too, for his candor in acknowledging that the project grew out of criticism directed at him last year for some ill-chosen words about sexual abuse. The program is a much-needed gesture, particularly given occasional incidents of clergy-perpetrated abuse.

*Editorial*

# Project Benjamin will aid sexually abused children

By Lisa Floch  
Catholic Herald Staff

5-18-89

MILWAUKEE — An archdiocesan project intended to address sexual abuse of children by clergy and other authority figures in the church was announced Wednesday.

The initiative, called Project Benjamin, is an "active pastoral response to persons involved in instances of sexual abuse, especially if this has occurred within the context of the church," according to a spokesperson for the Office for Adult and Family Ministry.

In a statement released at a press conference, Archbishop Rembert Weakland said church agencies have been responding to the problem through counseling and preventative programs. But "the church must do more, especially in assisting those victims and families that have been affected by abuse within the church," he added.

Through Project Benjamin, a network of trained volunteers will:

(See Trained volunteers, page 5)

† Catholic Herald

## Trained volunteers to assist

(Continued from page 1)

- provide information to the church community regarding sexual abuse;
- advise individuals on reporting suspected child sexual abuse to civil authorities;
- refer victims and their families to psychiatric and other supportive services;
- arrange pastoral care and facilitate prayer groups for individuals and congregations affected by incidents of abuse.

It will also offer spiritual reconciliation to clergy, church employees or volunteers found guilty of sexually abusing children.

While reports of current sexual abuse of children will be dealt with, Benjamin's main purpose is to help adults and teenagers who were victims of sexual abuse as children, Mary Kay Balchunas, associate

director of family and parenting programs and coordinator of Project Benjamin, said.

Each of the archdiocese's 16 districts will have one or two volunteers, training for whom will begin in fall. However, Project Benjamin services can be obtained immediately by calling 769-3428.

Last spring Weakland wrote a "Herald of Hope" column on "Pedophilia and the Clergy" which appeared in the Catholic Herald. It raised concerns among members of the Milwaukee Common Council Task Force on Sexual Abuse and Domestic Violence.

Terry Perry, coordinator of the task force, said there was a fear that the article gave weight to "the idea that victims are responsible for what happens to them."

After meeting with the group, Weakland wrote another column in

which he told of plans to establish a program to facilitate healing of those who suffered sexual abuse as children.

A task force of archdiocesan personnel and representatives of organizations concerned with child abuse was appointed by him to study the subject.

The result was Project Benjamin, named after the child Benjamin of the Old Testament, born into a troubled family, as well as the tribe of Benjamin, which was responsible for atrocities against travelers who sought lodging with the tribe. The tribe was punished and later repented.

"Benjamin is a symbol for the victim, the perpetrator and the larger fabric of society which abandons its apathy and comes to an understanding of the evil of abuse," the Office for Adult and Family Ministry statement said.

## **PRINCIPLES UNDERLYING CLERGY REASSIGNMENT**

**(PROJECT BENJAMIN COMMUNITY ADVISORY BOARD MEETING)**

**May 20, 1996**

### **PREFACE:**

The Church, as the whole people of God, enlightened by the Holy Spirit, has called some to be ordained to the pastoral office. The people of God expect that their clergy will be trustworthy individuals who reach out to others in such a way as to make evident the Lord's own healing presence. Sexual misconduct, including sexual exploitation, sexual abuse of children, and sexual assault when perpetrated by clergy violates the trust of the pastoral office, not only for specific individual victims but also for the broader church. Because of this betrayal of public trust and the trauma which has been inflicted on victims, the following principles are proposed as minimal standards for any discussion of reassignment possibilities for clergy who have a substantiated incident of prior sexual misconduct.

1. Diagnosed pedophiles or ephebophiles should never be reassigned. Pedophiles and ephebophiles are broadly defined as individuals who have demonstrated a repetitive pattern of sexual arousal and/or sexual behavior with minor children.
2. The presumption is against reassignment for any of the offenders not included in Principle #1.
  - There is very limited support for reassignment in the community.
  - Exceptions to this presumption should be rare.
  - The burden of proof is on the perpetrator.
3. In those rare situations where reassignment is considered, the following conditions apply:
  - Assignment would only occur when there is a determination of minimal risk to the community as defined within a reasonable degree of professional certainty.
  - The individual's therapist must be approved by Archdiocesan authorities. The therapist must concur that the level of risk is minimal. The therapist's role, however, is a consultative one limited to a professional opinion. It is not the therapist's role to make ecclesiastical judgements or decisions.
  - The perpetrator must be accountable and possess the capacity to be empathic:
    - admits behavior, no signs of denial
    - takes full responsibility
    - understands the meaning and impact on victims

- demonstrates this capacity over time
  - not "I was caught"
  - apologizes and attempts restitution
  - recognizes the need for disclosure and is willing to cooperate with it.
- The perpetrator must be willing to cooperate with an appropriate supervisory plan determined by Archdiocesan authorities.
- Disclosure should occur to those who need to know in order to accomplish effective supervision and ensure
  - more rather than less, sooner rather than later, broader rather than narrower
  - serves to protect the survivor, the community, and the perpetrator
  - prevents rumors
- Assessment of the impact on the victim(s) both as a result of the perpetrator's prior transgression and as a consequence of reassignment shall always be taken into account prior to any reassignment decision.

**ARCHDIOCESE OF MILWAUKEE  
PROTOCOL FOR REASSIGNMENT OF PERPETRATORS**

**START WITH PRESUMPTION AGAINST REASSIGNMENT**

**Diagnostic Screen**

Comprehensive psychological examination including use of sex offender expertise and assessment for alcohol and substance abuse.

Exclude from reassignment all clerics with formal diagnoses of pedophilia and fixated ephebophilia.

Exclude from reassignment all clerics with a combination of sexual acting out and untreated narcissistic personality disorders.

Exclude from reassignment all clerics diagnosed with a combination of sexual acting out and antisocial personality disorder.

**Sex Offender Treatment Completed**

Treatment by professionals with expertise and experience with sex offenders

Treatment must address cognitive distortions underlying behavior

Treatment must include identification of triggers to acting out

Acceptance of full responsibility for the offense without blaming and minimization

Relapse prevention plan

Empathy training

Almost universally achieved in a group treatment setting

**Assessment of Risk to Re-Offend**

Review of past behaviors in context of specific ministries: what kind of ministry will minimize risk?

Satisfactory assessment of cooperativeness with ongoing relapse prevention plan

Question of risk addressed adequately and directly by sex offender expert review/treating providers

Demonstrated sobriety as defined in AODA treatment

**Assessment of Personal Responsibility and Willingness to Live with Accountability**

Demonstration of cooperativeness with legitimate authority

Demonstration of lived acceptance of obedience to the Archbishop's directives

**ARCHDIOCESE OF MILWAUKEE**  
**Protocol for Reassignment of Perpetrators**  
**Page 2**

Ownership of the problem being an offender who has damaged trust with his authorities and with the People of God

Willing to live with disclosure of behavior to the appropriate individuals

Willing to cooperate with monitoring as directed by the Vicar for Clergy

Demonstration of a spiritual motivation for ministry and deep religious conviction

**Demonstration of Empathy for Victim and Willingness to Make Restitution**

Demonstrates the ability to see the offense from the victim's perspective and to articulate and own the hurt and damage caused without blaming or minimizing.

Willing to make financial restitution for the cost of therapy for the victim to the extent that he is able.

Willing to cooperate with reasonable requests by the victim in order for the victim to achieve restoration and healing (e.g. formal apologies, confrontational sessions, mutual dialogue, etc.)

**Consideration of Victim Impact Statement**

and

**Consent to Disclosure of Past History**

and

**Willing to Report to Church Monitoring Authority for an Indeterminate Amount of Time**

and

**Willing to Continually Evaluate Ministerial Effectiveness**

If acceptable

**Restricted Ministry Possible**

# ARCHDIOCESE OF MILWAUKEE

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OFFICE OF THE ARCHBISHOP

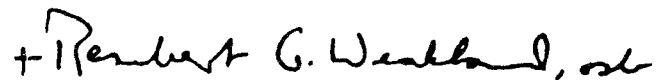
April 27, 1994

Churches should be instruments of healing. For that reason sexual abuse, or abuse of any sort, in a Church context is so very harmful. Such abuse affects, first of all, the person and their faith. It can also affect families, parishes, and a whole area of the diocese.

Knowing that seriousness, the Archdiocese of Milwaukee is trying to address the issue of the consequences of any kind of sexual abuse in its midst. Project Benjamin was the first response, a way of engaging the broader community to help us. With their help and that of other professionals, the enclosed procedural guidelines, entitled, "The Archdiocesan Response to Sexual Abuse," were drawn up. By placing this response under the department of Catholic Social Services, I hope that we will be able to draw on their resources and experience in taking effective means to deal with this issue.

We want our response to be compassionate, fair, and just to all.

Sincerely yours in the Lord,

A handwritten signature in dark ink, reading "Rembert G. Weakland, O.S.B." with a small flourish at the end.

Most Reverend Rembert G. Weakland, O.S.B.  
Archbishop of Milwaukee

**COORDINATION  
OF THE  
ARCHDIOCESE OF MILWAUKEE  
RESPONSE TO SEXUAL ABUSE**

**CATHOLIC SOCIAL SERVICES  
OF THE  
ARCHDIOCESE OF MILWAUKEE**

**1994**



**ARCHDIOCESE OF MILWAUKEE, INC.  
COORDINATION OF ARCHDIOCESAN RESPONSE TO SEXUAL ABUSE  
INTERNAL PROTOCOL**

**ALLEGATIONS INVOLVING SEXUAL MISCONDUCT WITH A MINOR/  
SEXUAL MISCONDUCT IN A COUNSELING RELATIONSHIP  
(LEGALLY CONSIDERED SEXUAL ASSAULT)  
(Current Allegations)**

**INTRODUCTION**

There is a sacred relationship which exists between the Church and its members, whether they be adult or child. Sexual abuse, sexual misconduct, sexual assault, and/or sexual exploitation, when it occurs within the context of the Church, creates a tragic reality which misrepresents the Good News to those who have been victimized. Each and every instance of sexual violation of those who are the most vulnerable amongst us is a matter of the gravest concern. Knowledge of these instances calls for an organized Archdiocesan response so that healing may occur and the safety of the community is assured.

It is the Archbishop's desire that there be improved coordination of the Archdiocesan response to allegations of sexual abuse by Church personnel. He has created the Coordinator position at Catholic Social Services (CSS) with the intent of facilitating a centralized source for the gathering of information, assessment, and recommendations for action which are critical to the optimal handling of these tragic situations. Within this context, the following protocol will be observed by all persons involved in the Archdiocesan response.

For the purposes of this document, references to the Archbishop assume that in his absence, the Auxiliary Bishop has the authority to act in the Archbishop's place. In the absence of the Archbishop and the Auxiliary Bishop, the Chancellor has the subsequent necessary authority.

Allegations which are covered under this protocol for Archdiocesan Response to Sexual Abuse include allegations of sexual abuse against a minor child and allegations of sexual exploitation/sexual assault.

**"CURRENT ALLEGATIONS" DEFINED**

Current allegations are defined for the purposes of this document as:

- allegations which fall within the statute of limitations for crimes of sexual assault/sexual exploitation as defined in the Criminal Code, Wisconsin Statutes, Chapter 940;

- allegations which fall within the statute of limitations for crimes of sexual assault/sexual abuse/sexual exploitation of children, Wisconsin Statutes, Chapter 948;
- allegations which require mandatory child abuse reporting under the Children's Code, Wisconsin Statutes, Chapter 48 (Section 48.981(2)).

### **COORDINATION PROCESS**

1. All initial reports or information gathered through such reports will be forwarded with appropriate permission to the Coordinator at CSS. These include:
  - direct calls to Project Benjamin number (769-3428);
  - calls to Archdiocesan switchboard;
  - calls from other Archdiocesan offices;
  - calls from parishes: includes calls made to Vicar for clergy, Director of the Office for Religious (Director), Archbishop and Bishop's Offices. (See Note 1);
  - calls from Project Benjamin Contact Persons;
  - letters received detailing allegations.

Information and/or person(s) are to be referred to the Coordinator's office in a timely manner. Primary and backup professional secretaries have been trained to receive intake calls.

2. If the Coordinator is not immediately available, the intake person gathers essential information and refers to the Coordinator as soon as possible. In the absence of the Coordinator, the CSS Executive Director (ED) or the Director of Program Services (DPS) will serve as backup coordinators. (See Note 2)
3. The Coordinator reviews intake information, returns the call, gathers additional information, and provides crisis response as needed.
4. Intake calls which do not fall under the categories delineated above as being within the scope of the Archdiocesan Response to Sexual Abuse are referred directly to the Vicar for Clergy or other appropriate personnel, including Archdiocesan Human Resources personnel.

## **REPORTING REQUIREMENTS AND PROCESSES**

If the complaint falls within the mandatory child abuse reporting requirements, the Coordinator will indicate to the complainant and the complainant's family that she/he will contact the appropriate civil authorities and make the necessary reports to Child Protection Services (CPS) in the appropriate county as soon as possible as required by law. (See Note 3) The Coordinator will share with the complainant that CPS will initiate an investigation process within 48 hours. The Coordinator will make the support resources of Project Benjamin available to alleged victims, including making necessary referrals as appropriate.

In cases involving suspicion or reporting of sexual abuse of a minor as a result of information from a third party or from an alleged perpetrator, the Coordinator/Archdiocesan personnel may engage in permissive reporting to appropriate authorities. While clergy as such are not mandatory reporters under Wisconsin statutes, they are encouraged to report allegations of sexual abuse with minors which are brought to their attention as part of "measurable steps" to protect any potential victim.

In allegations involving minors:

1. The Coordinator will see to it that the necessary reports are made expeditiously. (Verbal reports will be followed by written reports if needed.)
2. The Coordinator will notify the Archbishop and Vicar for Clergy that an allegation of this type has been made, an external investigation is in progress, and that civil authorities and legal counsel have been notified. Any updated information regarding restriction of faculties or ministry will be given to the Child Protection Service Worker.

The Vicar for Clergy, Director of the Office for Religious, or Human Resource Representative will make contact with the alleged perpetrator or appropriate hiring authority sharing that an allegation has been made and reported as required. The alleged perpetrator will be advised of his/her rights and responsibilities, including the right to personal representation by a civil and/or a canon lawyer (see Attachment B) and is instructed not to have any contact with the complainant. If it is a Religious, the Religious Congregation will be asked what their plan and procedures will be. Mandatory reporting requirements will be clarified as a matter of policy when referring a current allegation to a Religious Congregation.

3. The Coordinator will notify Archdiocesan legal counsel.

4. The Chancellor will be confidentially notified that an Emergency Intervention Committee meeting may be necessary to coordinate and implement an Archdiocesan response. Any canonical issues will be addressed to the Archbishop by the Chancellor.
5. All appropriate information, as it becomes available, will be shared with the Coordinator in order to cooperate with civil investigators. The Coordinator will remain the contact person in order to cooperate fully with civil authorities.
6. The findings of the external civil investigation will be reported to the Archbishop as they become available. If the results of the external civil investigation are inconclusive, the Archbishop will assess the value of further internal investigation. Internal investigation proceeds at the Archbishop's directive. (See Note 4.)
7. The Archbishop will decide if/when to convene the Archdiocesan Emergency Intervention Committee. This group will assist the Archbishop in developing a plan of action regarding all the parties involved as well as the Church and community at large.

In allegations involving sexual exploitation of adults:

1. In allegations falling under Wisconsin statutes regarding sexual exploitation by a therapist, the Coordinator will comply with all mandatory reporting requirements as delineated in Section 940.22 Statutes.
2. In these situations, the Archbishop, Vicar for Clergy, and Legal Counsel will be briefed by the Coordinator. Convening of the Emergency Intervention Committee and further internal investigation is at the discretion of the Archbishop.

### **FINAL NOTE**

The Archbishop retains the right at all times to modify this protocol on a case-by-case basis in order to respond to specific situations and issues which may require an alternative response.

## NOTES

1. Rationale for including calls made to the Director of the Office for Religious, Vicar for Clergy, Archbishop's and Bishop's Offices: The Archbishop wanted a central reporting authority who would have access to all information necessary to make appropriate determinations for assessments, recommendations, and case management functions. After one responds professionally to a complaint, the information should be reported to the Coordinator.
2. Because the Coordinator will be unavailable at times (e.g. vacation, illness, schedule conflicts, etc.), backup is necessary to assure that immediate attention and appropriate professional response is available at all times. Clinical experience with these allegations bear witness to the fact that there can be an urgency to complainant's needs. Furthermore, it takes considerable courage for many complainants to make the initial reporting call. The complainant's decision to report and the importance of timing in the Archdiocese's response must be respected if complainants are to be well served. Delay in responding can be very detrimental to both the complainant's psychological well being and Archdiocesan interests. Backup is a standard procedure in mental health settings. It is an essential component of professional practice and meets ethical and legal requirements for provision of an adequate and acceptable standard of care.
3. The recommendation to report directly to Child Protective Services first is made for the following reasons. Wisconsin Statutes are clear that abuse of a minor be reported to either Child Protective Services (County) or the local Police Department. Child Protection Workers, upon doing their initial investigation, make referrals to the appropriate police jurisdiction and deal with trained juvenile officers in such situations. This has advantages, especially in terms of confidentiality, since police reports involving children do not become public records. The practical effect of this is that an allegation would be much less likely to become available to the press before there is enough evidence to result in a formal charge under the criminal statutes. Once a formal criminal procedure is initiated, the information regarding the alleged perpetrator is a matter of public record. The other side of this is that an allegation that is totally without merit would most likely remain in the stages where the Children's Code protects the confidentiality of the police report.
4. The use of perpetrator specialists is highly recommended in current allegations and possibly for accountable supervision.
  - a. Because there is a strong potential for legal proceedings and testimony, court testimony will be enhanced by the specific credentials and expertise of sex offender specialists.
  - b. Because of the grave and serious importance of the clinical findings in these allegations, an ever more refined clinical consultation will result in specific recommendations for treatment and supervision.

**ARCHDIOCESE OF MILWAUKEE, INC.  
COORDINATION OF ARCHDIOCESAN RESPONSE TO SEXUAL ABUSE  
INTERNAL PROTOCOL**

**ALLEGATIONS INVOLVING SEXUAL MISCONDUCT WITH A MINOR/  
SEXUAL MISCONDUCT IN A COUNSELING RELATIONSHIP  
(LEGALLY CONSIDERED SEXUAL ASSAULT)**

(Past Allegations)

**INTRODUCTION**

There is a sacred relationship which exists between the Church and its members, whether they be adult or child. Sexual abuse, sexual misconduct, sexual assault, and/or sexual exploitation, when it occurs within the context of the Church, creates a tragic reality which misrepresents the Good News to those who have been victimized. Each and every instance of sexual violation of those who are the most vulnerable amongst us is a matter of the gravest concern. Knowledge of these instances calls for an organized Archdiocesan response so that healing may occur and the safety of the community is assured.

It is the Archbishop's desire that there be improved coordination of the Archdiocesan response to allegations of sexual abuse by Church personnel. He has created the Coordinator position at Catholic Social Services (CSS) with the intent of facilitating a centralized source for the gathering of information, assessment, and recommendations for action which are critical to the optimal handling of these tragic situations. Within this context, the following protocol will be observed by all persons involved in the Archdiocesan response.

For the purposes of this document, references to the Archbishop assume that in his absence, the Auxiliary Bishop has the authority to act in the Archbishop's place. In the absence of the Archbishop and the Auxiliary Bishop, the Chancellor has the subsequent necessary authority.

Allegations which are covered under this protocol for Archdiocesan Response to Sexual Abuse include allegations of sexual abuse against a minor child and allegations of sexual exploitation/sexual assault.

**"PAST ALLEGATIONS" DEFINED**

Past allegations are defined for the purposes of this document as allegations for which:

- there is no need for reporting to civil authorities under the criminal statutes because the statute of limitations has been exceeded, and
- there is no need for mandatory reporting to child protective services because the alleged victim is no longer a minor, or
- the alleged perpetrator is deceased.

Should the need to report, mandatorily or permissively, become evident in the processing of any allegation labelled or defined initially as a "past allegation," the procedure shifts immediately to that developed for "current allegations."

### **COORDINATION PROCESS**

1. All initial reports of information gathered from such reports will be forwarded with appropriate permission to the Coordinator at CSS. These include:
  - direct calls to Project Benjamin number (769-3428);
  - calls to Archdiocesan switchboard;
  - calls from other Archdiocesan offices;
  - calls from parishes: includes calls made to Vicar for Clergy, Director of the Office for Religious (Director), Archbishop, and Bishop's offices (See Note 1);
  - calls from Project Benjamin Contact Persons;
  - letters received detailing allegations.

Information and/or person(s) are to be referred in a timely manner. Primary and backup professional secretaries have been trained to receive intake calls.

2. The intake person, if other than the Coordinator, gathers essential information (name, telephone number or address, sense of urgency, e.g., any signs of suicidal talk) and refers to the Coordinator as soon as possible. In the absence of the Coordinator, the CSS Executive Director (ED) or the Director of Program Services (DPS) will serve as backup coordinators. (See Note 2)
3. The Coordinator reviews intake information, returns the call, gathers additional information, provides crisis response as needed, and arranges for in-person meeting with complainant. The complainant is notified that they may bring a support person with them such as a therapist, a friend, a Project Benjamin contact person, etc. If the complainant indicates that he/she wishes to bring an attorney, the in-person meeting plan is suspended until the Coordinator has received advice from Archdiocesan legal counsel.
4. Before in-person contact occurs:
  - a. The Coordinator notifies the Executive Director/Director of Program Services that an allegation has been made.

- b. The Coordinator notifies the Vicar for Clergy if allegation is against a diocesan priest or deacon. If the allegation is against lay pastoral personnel, the Coordinator notifies the Archdiocesan Human Resources representative. If the allegation is against a member of a Religious Congregation, the Coordinator notifies the Director of the Office for Religious. (See separate procedure for allegations involving Religious.)

In the Director's absence, the Coordinator, in consultation with the Chancery, will make the initial contact with the Major Superior of the Religious Congregation. Each of those individuals notified above (with the exception of the Director) are then asked to provide all relevant background information regarding the alleged perpetrator to the Coordinator including assignment history, employment history, and demographic information.

- 5. The Coordinator determines who will be present at the in-person interview with complainant. It is anticipated that a victim specialist (Coordinator) and, if deemed appropriate and necessary, another mental health professional or Archdiocesan Human Resource professional comprise the interview team for the complainant.
- 6. Normally, the interview time is agreed upon with the complainant within 48 hours or at the preference of the complainant's schedule and sense of urgency. Appropriate releases of information are obtained during this initial interview.
- 7. If more than the Coordinator meets with a complainant, the interview team consults with each other regarding clinical impressions, facts, internal consistency of complaint, etc. and makes an initial determination if allegation has any merit. If the determination of the interview team is that the allegation is **totally** without merit, a review of the material is conducted by the Coordinator with the Executive Director and/or Director of Program Services (CSS). If there is, once again, clinical consensus that an allegation is totally without foundation, an informal brief telephone review of the allegation is conducted with Archdiocesan legal counsel by the Coordinator.

Barring overt legal problems, each appropriate individual is notified by Contact Report of the clinical findings with a recommendation that the alleged perpetrator be informed by the Vicar for Clergy, if this has not occurred, (in the case of clerics) or the appropriate individual (in the case of lay personnel) of the situation. The necessary information will be shared with the designated Archdiocesan offices to assure complete and correct sharing of the significant factors with the accused.



The alleged perpetrator is notified of the possibility of future legal complications, and the availability of support services through the Coordinator's office. The contact report is prepared and shared with both bishops, Vicar/Human Resource Representative, and legal counsel if appropriate. The Coordinator then notifies the complainant or the complainant's therapist (with appropriate consent for release of information) of the problems associated with the complainant's report (e.g., inaccuracies) and remains appropriately available to those individuals until the situation can be resolved.

8. The Coordinator will document the above steps, clinical information and findings, and disposition of the allegation through logs and case files. Documentation is confidential, privileged, and secured and will reside only in the files of the Coordinator.
9. If the determination of the interview team is that the complaint appears to have merit, or if there is any doubt as to the merits of the allegation, the coordinator will notify the Vicar for Clergy or the Human Resources representative within 24 hours or as soon as possible thereafter. The Vicar or Human Resources representative will then notify the alleged perpetrator as soon as feasible that a complaint has been made if this has not yet occurred. Arrangements will be made for an interview team consisting of the Coordinator and other persons designated by the Archbishop, Vicar, or Coordinator. (This could include a perpetrator specialist.) Normally, a meeting with the alleged perpetrator will occur within 48 hours of contact with him/her or at the preference of the Coordinator's/Vicar's schedules and the sense of urgency. (See Note 3)

If clergy, the Vicar will advise him of his rights and responsibilities, including his right to personal representation by a civil and/or canon lawyer (see Attachment B) and is instructed not to have any contact with the complainant.

10. The interview team then meets with the alleged perpetrator. If the alleged perpetrator indicates that he/she will be accompanied by legal counsel, Archdiocesan legal counsel will be notified. A determination will then be made by Archdiocesan legal counsel whether to be present.

If the alleged perpetrator is a cleric, he may request that the Vicar for Clergy be present at this interview in his role as an advocate for the integrity of the ministry, as well as for the priests and deacons as persons. Each cleric will be informed by the Coordinator that all information which is given to the Coordinator or other persons involved in the evaluation and investigation process may be used canonically against him if that necessity should arise.

If the alleged perpetrator chooses not to cooperate with the evaluation or investigative process, he will be informed that the Archbishop will be notified of his lack of cooperation and the investigation will proceed without the alleged perpetrator's response to the allegations. The alleged perpetrator in the case of noncooperation will also be informed that the first priority of the Archdiocese will be to assure the safety of the community and decisions will be made regarding the alleged perpetrator's ministry and ministerial status without his/her input.

11. Following this interview, case consultation is conducted by the interview teams. The complainant's allegations and the alleged perpetrator's response will be taken into consideration, as will all clinical impressions, case history, and pertinent background information. All information regarding clinical judgements of the merits of the allegation will be communicated to the Coordinator by the interviewers.

12. The Coordinator then:

- a. Consults with Archdiocesan legal counsel.
- b. In the allegations involving a cleric: Gives a report to the Archbishop or in his absence to the Auxiliary Bishop suggesting a course of action. This could include a referral to the Professional Mental Health Review Committee for appropriate authorizations for financial victim assistance for therapy.

The Coordinator's report may include recommendations for further investigation, supervision, counseling or treatment, future assignments/employment restrictions by church personnel, or any other recommendations as might be appropriate or necessary.

An extensive assessment of an alleged perpetrator may be done locally, using expert sex offender specialists, or could be done at another center in the country.

- c. In allegations involving a lay person: Shares the report with the Archbishop and gives it to the Human Resources representative or to the appropriate authority.
- d. Assesses with the Archbishop the need for an Archdiocesan Emergency Intervention Committee Meeting. At the Archbishop's request, the Chancellor convenes a meeting.
- e. In allegations where recommendations or plans appear to be ignored or not implemented by a designated individual, the Coordinator will bring the situation to the attention of the Archbishop.

- f. The Coordinator will maintain contact with the complainant until the allegation is appropriately resolved.
- g. The Coordinator will follow up and assure that all decisions made by the Archbishop, legal counsel, etc. are complied with until the allegation is resolved. The status of every allegation will be reviewed annually with the Archbishop until he seeks no further review.

### **PAST ALLEGATIONS WITH CONCERNS ABOUT PRESENT RISKS**

In allegations where the report involves past allegations (beyond reporting requirements), but where there is concern about the potential or the possibility of current abuse of minors or sexual exploitation of a counselee as defined in the Wisconsin statutes:

1. The Archbishop, Legal Counsel, and Vicar for Clergy or Human Resources Representative are notified by the Coordinator of the situation.
2. The alleged perpetrator is interviewed as in procedures for "Past Allegations" #10.
3. Following the alleged perpetrator interview, the interview team will consult with each other to determine initial findings and recommendations to the Archbishop. After this consultation, if there is no clinical evidence or other information which warrants continued treatment as a current allegation, the procedure will revert to that of past allegations.
4. If there is serious concern about the potential for current allegations, but none have been reported or found upon further internal investigation, the following will occur:
  - a. The Archbishop will be fully briefed by the Coordinator on the situation and the nature of the allegations, with recommendations given regarding the immediate next steps.
  - b. Legal counsel will be given a full briefing.
  - c. The Emergency Intervention Committee may be convened by the Chancery if the situation warrants it, and the Archbishop requests it.
  - d. The Coordinator will consult with the Vicar for Clergy, in his role as the advocate (in case of cleric) or the Human Resources Representative (in case of lay personnel) and legal counsel to determine what steps (e.g., treatment, etc.) are to happen next regarding the alleged perpetrator and whether further investigation and/or evaluation will occur.

**FINAL NOTE**

The Archbishop retains the right at all times to modify this protocol on a case-by-case basis in order to respond to specific situations and issues which may require an alternative response.

**NOTES**

1. Rationale for including calls made to the Director of the Office for Religious, Vicar for Clergy, Archbishop's and Bishop's Offices: The Archbishop wanted a central reporting authority who would have access to all information necessary to make appropriate determinations for assessments, recommendations, and case management functions. After one responds professionally to a complainant, it should be reported to the coordinator.
2. Because the Coordinator will be unavailable at times (e.g. vacation, illness, schedule conflicts, etc.), backup is necessary to assure that immediate attention and appropriate professional response is available at all times. Clinical experience with these allegations bears witness to the fact that there can be an urgency to complainant's needs. Furthermore, it takes considerable courage for many complainants to make the initial reporting call. The complainant's decision to report and the importance of timing in the Archdiocese's response must be respected if complainants are to be well served. Delay in responding can be very detrimental to both the complainant's psychological well being and the Archdiocese's interests. Backup is a standard procedure in mental health settings. It is an essential component of professional practice as well as ethical and legal requirements for provision of an adequate and acceptable standard of care.
3. Clinical assessment of these difficult situations is improved when specialized perpetrator expertise is included. In addition, experience has proved that "two sets of ears" are better (and legally and physically safer) than one when it becomes important to verify what was represented to and by the complainant and/or the perpetrator in this initial interview and assessment process.

**ARCHDIOCESE OF MILWAUKEE, INC.**  
**COORDINATION OF ARCHDIOCESAN RESPONSE TO SEXUAL ABUSE**  
**ALLEGATIONS AGAINST A MEMBER OF A RELIGIOUS COMMUNITY**

Procedures are similar to Past and Current Allegations with the following exceptions:

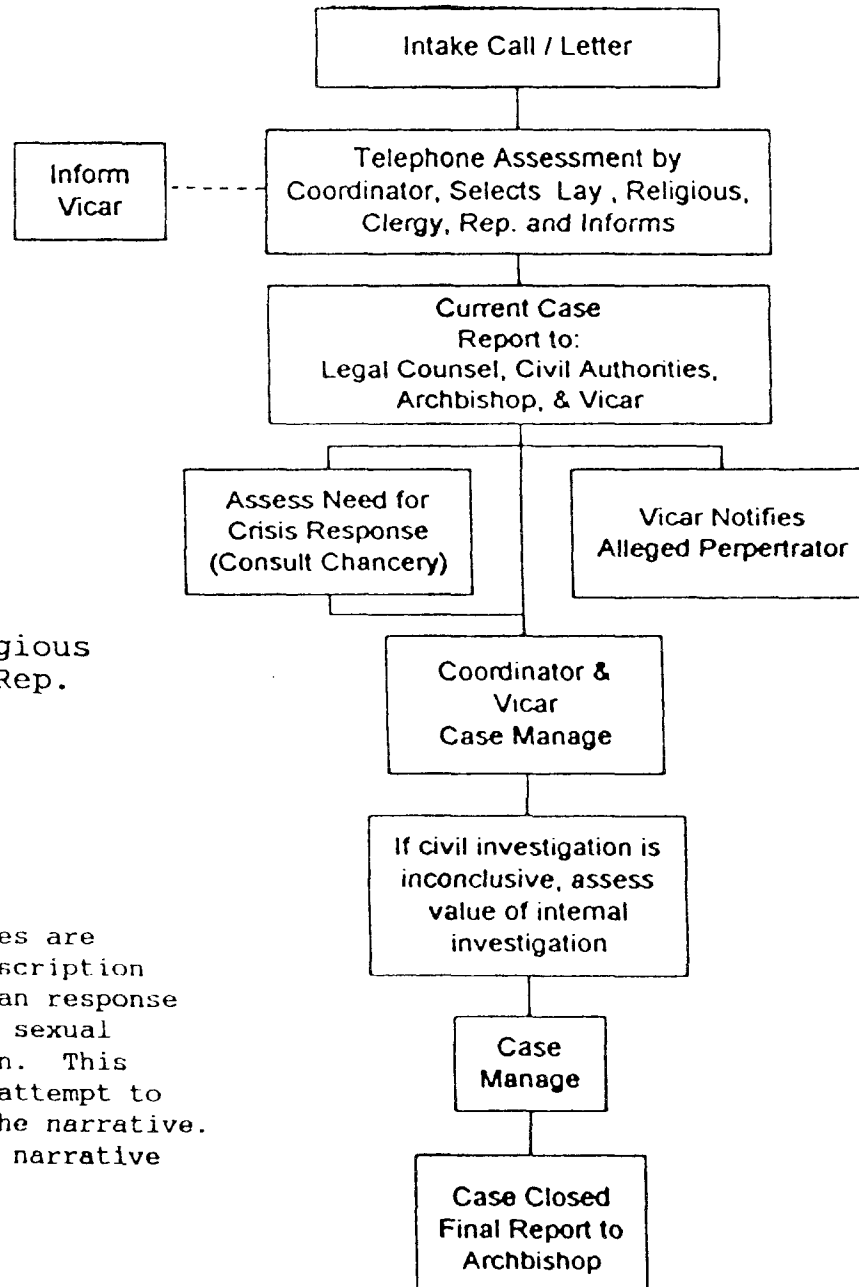
1. After the Coordinator of Archdiocesan Response to Sexual Abuse (henceforth Coordinator) determines by phone or letter that the allegations are against a member of a Religious Congregation, the Coordinator helps the complainant understand the jurisdictional issues while pastorally and professionally responding to the complainant. If an in-person interview is essential to the complainant, one could occur.
2. The Coordinator gives the contact report information to the Director of the Office for Religious (henceforth Director). If he/she is unavailable, after consulting with the Chancery, the Coordinator calls the Major Superior of the Religious Congregation.
3. The Director reports the information to the Religious Congregation and asks them to begin their process by contacting the complainant. He/she asks the Superior for an update and status report within 30 days. The Director informs the Coordinator when contact with the Religious Congregation has been made.
4. The Coordinator calls the complainant back and informs him/her that the Religious Congregation has been contacted.
5. When the Director receives the update, he/she informs the Coordinator. If either the Director or Coordinator has reason to believe the situation is not being handled professionally and expeditiously, the Archbishop will be informed.
6. If the complaint jointly involves a member of a Religious Congregation and an Archdiocesan parish, school, or other Archdiocesan affiliate, the Director informs the Major Superior that the Coordinator will be in contact with him/her to coordinate a joint response to the complainant. The Coordinator at all times represents the interests of the Archdiocese. In these joint cases, the Coordinator:
  - a. informs the Religious Congregation of the Archdiocesan policies and procedures regarding allegations of sexual abuse/exploitation;
  - b. informs Legal Counsel and the Archbishop of the situation;
  - c. notifies the Chancery which may convene the Emergency Crisis Committee if appropriate.

7. In joint cases where cooperation cannot be achieved between the Archdiocese and the Religious Congregation, the Archbishop is informed by the Coordinator. If the Archbishop's decision is to proceed independently, procedures revert to those of past and current allegations. The Coordinator informs the Director who informs the Major Superior of the Archbishop's decision.
8. The Archdiocese retains the right at all times to proceed independently of a Religious Congregation if Archdiocesan parishes, schools, and other Archdiocesan affiliates are party to an allegation of sexual abuse against a minor/sexual exploitation.

ARCHDIOCESAN RESPONSE TO SEXUAL ABUSE  
INTERNAL PROTOCOL  
ARCHDIOCESE OF MILWAUKEE

ATTACHMENT A

CURRENT ALLEGATIONS



Vicar = Vicar for Clergy  
Director of the  
Office for Religious  
Archdiocesan HR Rep.

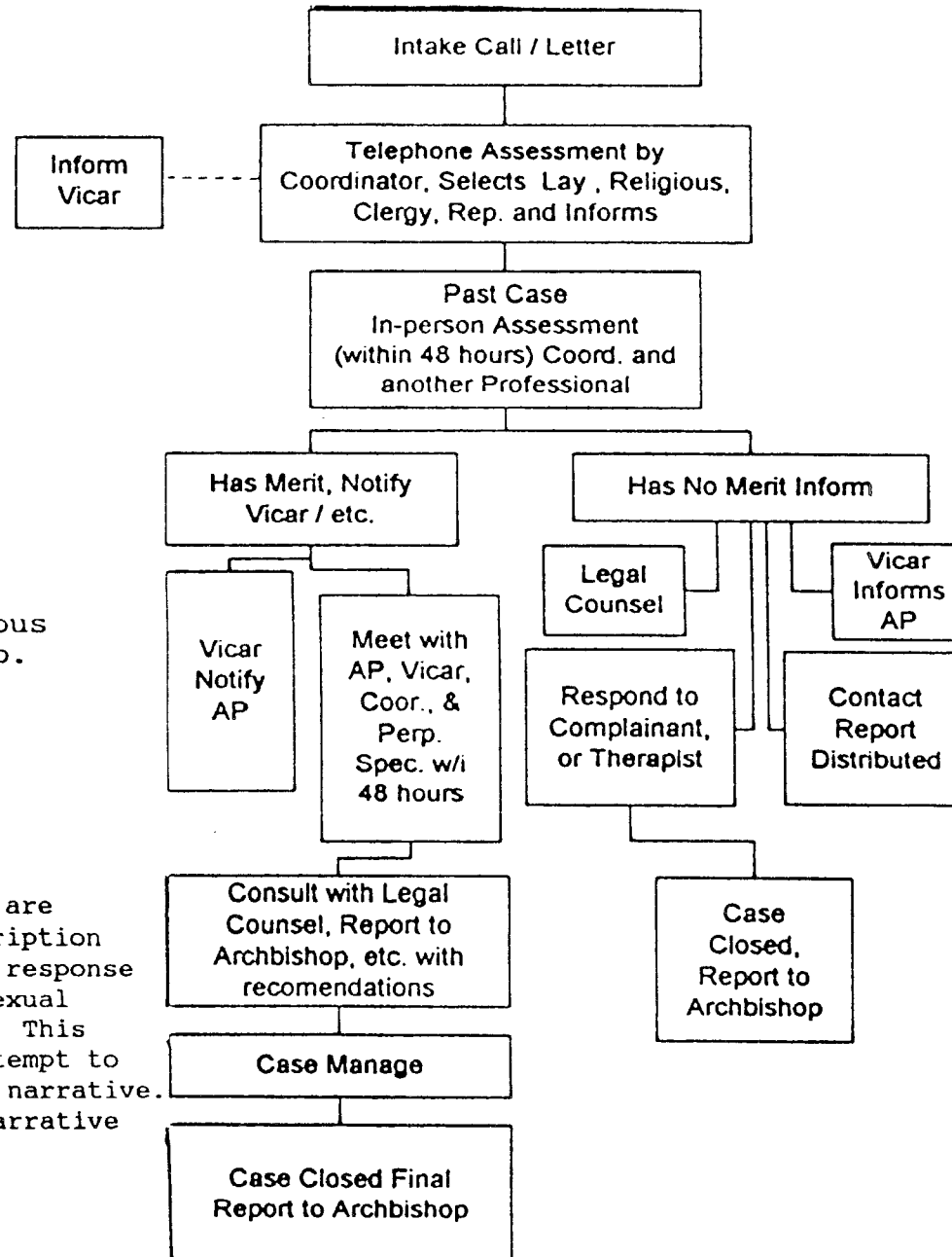
AP = Alleged Perpetrator

NOTE: Protocol narratives are  
the definitive description  
of the Archdiocesan response  
to allegations of sexual  
abuse/exploitation. This  
flow chart is an attempt to  
visually depict the narrative.  
Refer to protocol narrative  
for full details.



**ARCHDIOCESAN RESPONSE TO SEXUAL ABUSE  
INTERNAL PROTOCOL  
ARCHDIOCESE OF MILWAUKEE**

**PAST ALLEGATIONS**



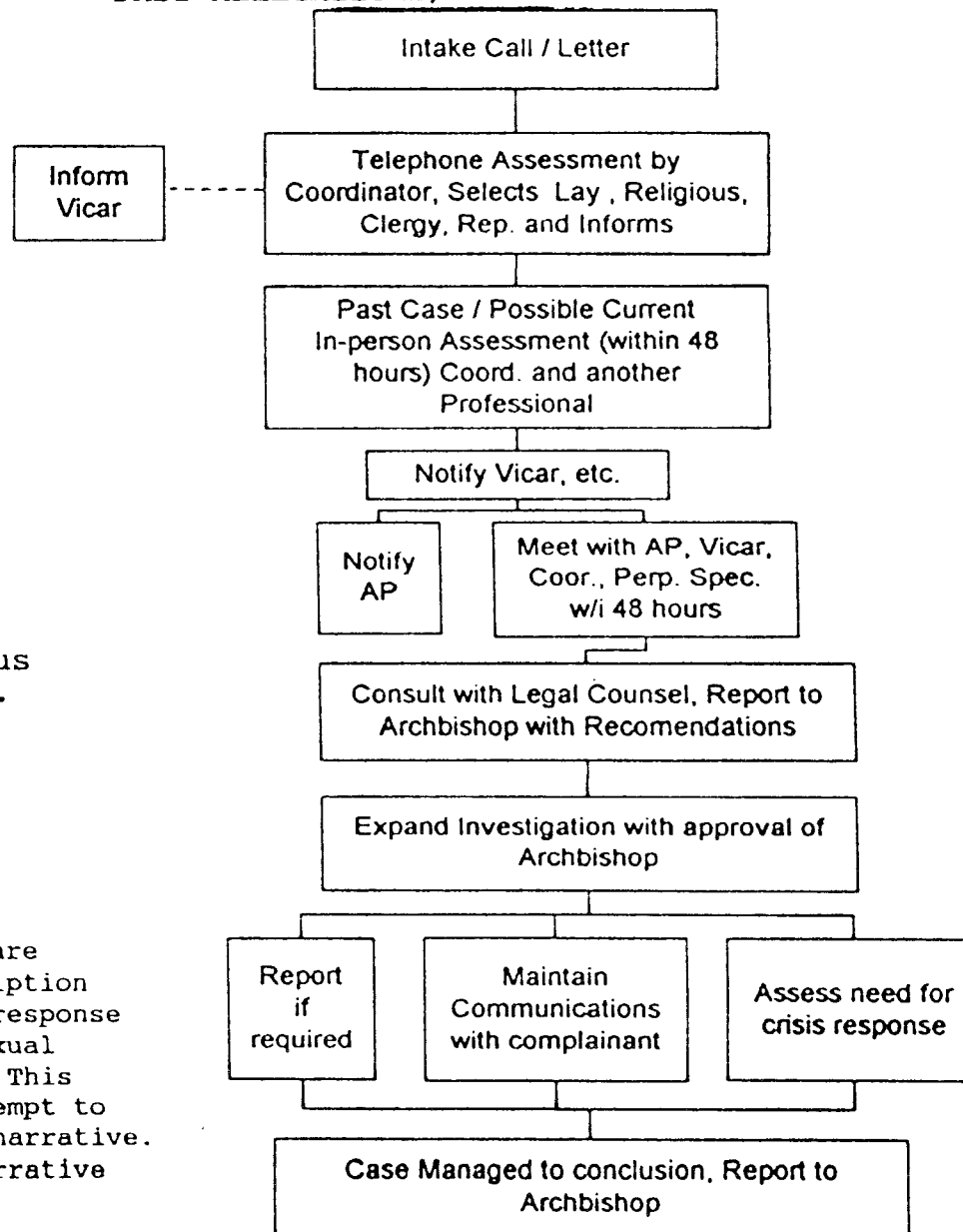
Vicar = Vicar for Clergy  
Director of the  
Office for Religious  
Archdiocesan HR Rep.

AP = Alleged Perpetrator

NOTE: Protocol narratives are the definitive description of the Archdiocesan response to allegations of sexual abuse/exploitation. This flow chart is an attempt to visually depict the narrative. Refer to protocol narrative for full details.

**ARCHDIOCESAN RESPONSE TO SEXUAL ABUSE  
INTERNAL PROTOCOL  
ARCHDIOCESE OF MILWAUKEE**

**PAST ALLEGATIONS/CURRENT CONCERNS**



Vicar = Vicar for Clergy  
Director of the  
Office for Religious  
Archdiocesan HR Rep.

AP = Alleged Perpetrator

NOTE: Protocol narratives are the definitive description of the Archdiocesan response to allegations of sexual abuse/exploitation. This flow chart is an attempt to visually depict the narrative. Refer to protocol narrative for full details.

ARCHDIOCESE OF MILWAUKEE  
STATEMENT OF RIGHTS AND OBLIGATIONS  
INVESTIGATIONS INTO ALLEGATIONS OF MISCONDUCT

Whenever an accusation of inappropriate behavior is made, the Archdiocese of Milwaukee takes seriously its obligation to discover the facts, provide for protection of individual and communal rights, and encourage fulfillment of obligations. In that regard, whenever an investigation or evaluation is being conducted with someone accused of an offense, the following shall serve as guiding principles:

- 1) Professional evaluators conduct the evaluation using accepted evaluation tools of their profession;
- 2) The person being interviewed/evaluated is informed of the process to be used;
- 3) The person being evaluated/interviewed is informed regarding what information will be shared with whom and waives the expectation of confidentiality regarding the sharing of information with necessary persons.

Upon being notified that an investigation/evaluation is being undertaken the accused person should be informed of his/her rights. These rights include:

- 1) The right not to implicate oneself
- 2) The right to counsel, civil and canonical
- 3) The right to review the results of any evaluation
- 4) The right to know what has been alleged and to offer a defense against the allegations
- 5) The right to due process
- 6) The right to have the investigation conducted with discretion lest his/her good name be endangered by the investigation.

In addition to being informed about his/her rights, the accused person should also be informed of certain obligations such as:

- 1) The obligation not to interfere in the investigative process
- 2) The obligation to observe any special provisions imposed by the diocesan bishop.

By affixing my signature below, I affirm that I have read and understand this statement of rights and obligations.

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Signature

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Date

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(Witness)