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October 17, 1997

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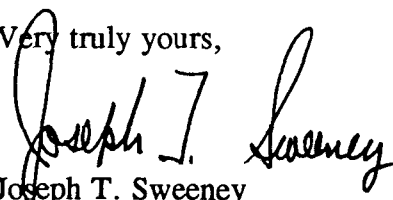
Re: George Rosado, et al v. Bridgeport R. C. Diocesan Corp., et al
Theresa Pace v. Bridgeport R. C. Diocesan Corp., et al
Our File No.: 03153.0117

Dear Mr. Tremont:

In accordance with my recent discussions with you, enclosed herewith are copies of the eleven-page written "sexual misconduct" policy of the Diocese of Bridgeport which was issued on December 14, 1990 and a two page written executive summary of the same.

As stated in Bishop Egan's October 7, 1997 deposition testimony, the Diocese did not have any written policy on this subject prior to the issuance of the enclosed written policy in December 1990.

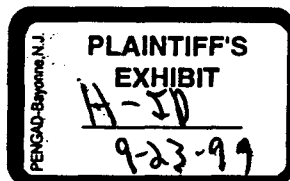
Very truly yours,


Joseph T. Sweeney

JTS/jem
Enclosure

cc: Frank W. Murphy, Esq.
Matthew G. Conway, Esq.

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DIOCESE OF BRIDGEPORT
POLICY RELATING TO SEXUAL MISCONDUCT

1.0 **POLICY.** It is the position of the Diocese of Bridgeport (hereinafter "Diocese") that sexual misconduct by personnel of the Diocese is contrary to Christian principles and is in violation of the conditions of employment of all personnel of the Diocese. All personnel of the Diocese must comply with applicable laws regarding incidents of actual or suspected sexual misconduct, and with the requirements stated in this policy with respect to incidents of sexual misconduct which occur while the work of the Diocese is being performed.

The Diocese recognizes that sexual misconduct may involve acts among co-workers. The Diocese concurs with the purpose and intent of provisions of the Connecticut Human Rights and Opportunities Act which prohibit sexual harassment in the workplace. Therefore, the Diocese, through responsible management, will endeavor to prevent sexual harassment from occurring in our workplace. Submission to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature is not a condition of employment or involvement with the work of the Diocese. Neither submission to nor rejection of such conduct will be used as a basis for any type of employment decisions. Such conduct can unreasonably interfere with work performance and create an intimidating, hostile and offensive working environment. It will not be tolerated.

This policy is intended to establish guidelines in an effort to prevent sexual misconduct by personnel of the Diocese and the resulting harm to others, while the work of the Diocese is being performed, and to provide guidance to the personnel of the Diocese on how to respond to allegations of sexual misconduct if any do occur. It will be reviewed annually by diocesan legal counsel and competent diocesan authorities.

Diocesan personnel should be aware that, although this policy specifically addresses sexual misconduct which occurs while the work of the Diocese is being performed, sexual misconduct by any personnel of the Diocese, whether in the course of employment or not, will be considered grounds for suspension or termination of employment or involvement with the work of the Diocese.

This policy does not and is not intended to create any contractual obligation, expressed or implied, on the part of the Diocese.

2.0⁰ **DEFINITIONS.** For the purposes of this policy only:

2.1 "Sexual Misconduct" means any actions or words of a sexual nature which are contrary to the moral doctrine, teachings and canon law of the Catholic Church and;

- a. Are proscribed by Federal, State or local law.
- or
- b. Cause harm to another.

- 2.2 "Diocese" encompasses the Roman Catholic Diocese of Bridgeport in accord with canon 369 of the Code of Canon Law; all parishes and other inferior canonical juridical persons whose competent ecclesiastical superior is the Bishop of Bridgeport; the Roman Catholic Diocese of Bridgeport Incorporated as chartered by the State of Connecticut; all other corporations (including parish corporations) having the Bishop of Bridgeport as their presiding officer; and all institutions, agencies and organizations sponsored by these canonical or civil entities.
- 2.3 "Personnel" includes all persons (clergy, religious and laity) who are employed by, are under personal contract with or volunteer in any of the entities encompassed by the Diocese. Of special concern are those in supervisory capacities or in particularly sensitive areas, such as: those who work with or around children, the very elderly and the physically or mentally infirm, those who counsel others, and generally those who work with people who are less capable of protecting themselves.
- 2.4 "Reasonable cause" means a prudent estimation based on trustworthy information that an incident occurred or has been perceived as having occurred.

3.0 **DISTRIBUTION OF POLICY.** A copy of this Policy shall be distributed to personnel of the Diocese.

- 3.1 This Policy shall be incorporated into all diocesan personnel guidelines and printed in the Pastoral Book.
- 3.2 This Policy shall be communicated to the competent ecclesiastical superiors of all members of religious institutes and societies of apostolic life who serve as personnel of the Diocese.
- 3.3. This Policy shall be an item for inclusion in the negotiations of all collectively bargained contracts of employment with the Diocese, now and in the future.
- 3.4 Acknowledgement of receipt and understanding shall be included in all personal contracts of employment with the Diocese.
- 3.5 A signed acknowledgement of receipt and understanding shall be required of all non-contractual employees and all volunteers included in as "Of special concern" in section 2.3 above. The signed acknowledgements of receipt and understanding of these guidelines will be returned by the above personnel to the superior or supervisor and filed in the appropriate personnel file. A copy of the required acknowledgement is attached to this policy as Appendix A.

4.0 EDUCATION. Education alone cannot shape mature attitudes and behavior, nor will it change inappropriate sexual behavior. Each adult must be responsible for his or her sexual growth and maturity. To support this responsibility, the Diocese, from time to time, may be able to arrange programs which include information or training applicable to these areas. The following personnel of the Diocese, and such other personnel of the Diocese who may be required from time to time, must attend designated educational programs on methods of recognizing and preventing sexual misconduct involving children or others: all personnel included in the group "of special concern" in 2.3 of this policy.

Other personnel of the Diocese are encouraged to attend such educational programs when available.

5.0 BACKGROUND AND REFERENCE CHECKS. Beginning September 1, 1990, the following prospective and current personnel of the Diocese shall complete an informational questionnaire to be provided: those in supervisory capacities or in particularly sensitive areas, such as: those who work with or around children, the very elderly and the physically or mentally infirm, those who counsel others, and generally those who work with people who are less capable of protecting themselves.

Completed questionnaires shall be reviewed and, as appropriate, investigated by the appropriate department or agency supervisor, and shall be kept in the appropriate Diocesan personnel file with access limited to the person(s) in charge of employment. As part of this process, personnel in affected positions will be asked to complete an authorization form so that the Diocese may obtain access to personnel files maintained by prior employers.

6.0 SUMMARY OF CIVIL STATUTES AND CANON LAW. The law changes from time to time by enactment of amendments to statutes and judicial interpretations. Because of this, it is incumbent upon all personnel to familiarize themselves with such changes that may occur. It is not possible to set out the text of all applicable laws in this document, but assistance will be given to all personnel having questions or seeking knowledge concerning the law. The following is a summary of applicable laws relating to incidents of sexual misconduct.

6.1 Criminal Laws

The Connecticut Penal Code, Part VI (Sexual Offenses), Conn. Gen. Stat. SS 53a-65-81, prescribes varying degrees of criminal sanctions for non-consensual sexual activity between parties not married to each other, and, even where there may be actual consent, situations in which one party may be under the control of the other because of factors of youth, age disparity, mental, emotional or physical limitation or other factors. Acts prohibited include "any contact with the intimate parts of a person not married to the actor for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating such person or any contact of the intimate parts of the actor with a person not married to the actor for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating such person."

Connecticut law also prescribes criminal penalties and fines for "any person who, having the control and custody of any child under the age of sixteen years, in any capacity whatsoever, maltreats, tortures, overworks, cruelly or unlawfully punishes . . . such child . . .," Conn. Gen. Stat. SS 53-20, or "[a]ny person who willfully or unlawfully causes or permits any child under the age of sixteen years to be placed in such a situation that its life or limb is endangered, or its health is likely to be injured, or its morals likely to be impaired, or does any act likely to impair the health or morals of any such child . . .," Conn. Gen. Stat. SS 53-21.

Connecticut law further provides that:

"A person, acting with the mental state required for commission of an offense, who solicits, requests, commands, importunes or intentionally aids another person to engage in conduct which constitutes an offense shall be criminally liable for such conduct and may be prosecuted and punished as if he were the principal offender." Conn. Gen. Stat. SS 53a-8.

6.2 **Civil Law.**

Any violation of the criminal law which causes injury to another can also form the basis for a civil suit for monetary damages.

Even in cases where there may be no criminal violation involved, physical or sexual behavior of any kind against another may entitle the victim to a civil recovery.

6.2-1 **Sexual Harassment**

The Connecticut Human Rights and Opportunities Act, Conn Gen. Stat. SS 46a-60(8), defines sexual harassment as:

Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Title VII of the Civil Rights Act, 42 U.S.C. SS 2000e et. seq., similarly prohibits harassment of a sexual nature in the workplace.

Personnel of the Diocese are specifically cautioned that inappropriate conduct which the actor or others may view as merely humorous may be sexually offensive to others and constitutes a violation of these discrimination laws.

6.3 Reporting Incidents of Child Abuse or Maltreatment

6.3-1 Occupations Required to Report

Connecticut law requires that persons engaged in certain occupations report incidents of suspected child abuse, including sexual abuse, to state or local authorities. Conn. Gen. Stat. SS 17-38a. Occupations subject to these requirements include registered physicians and surgeons, residents or interns in hospitals within the state, registered nurses, licensed or practical nurses, psychologists, school teachers, school principals, school guidance counselors, social workers, clergy members, mental health professionals, physician assistants, certified substance abuse counselors, certified family therapists and paid day care workers.

6.3-2 Substance of Report

The reporting requirements are as follows: Where there is reasonable cause to suspect or believe that any child under the age of eighteen has had physical injury inflicted by a person responsible for such child's health, welfare or care or by a person given access to such child by that responsible person, or where a child is in a condition which is a result of maltreatment or neglect, an oral report must be made immediately to either the state commissioner of children and youth services or his representative, or to the local or state police department. The oral report must be followed within seventy-two hours with a written report. The written report must contain the names and addresses of the child and his parents or other person responsible for the child's care, if known, the age of the child, the nature and extent of his injuries, together with any evidence of previous injury or maltreatment to the child or his siblings and any other information which may be helpful to the investigation.

6.3-3 Report Where School Employee Believed to Be Responsible For Injuries

When a school employee is suspected of causing the injury or abuse, the report must first be made to the supervisory agent of the school in which the school employee is employed. That supervisory agent shall immediately notify the child's parent or guardian of the report and then make the required oral and written reports to the state or local authorities. The report shall include the information listed above as well as the name of the school employee suspected or believed to be responsible for the injuries or maltreatment.

6.3-4 Report of Danger of Abuse

If any person engaged in an occupation which is subject to these reporting requirements has reasonable cause to suspect that a child under eighteen years of age is in danger of being abused, but does not have reasonable cause to believe that any abuse has yet occurred, that person shall immediately cause a written report to be made to the state commissioner of children and youth services or his representative, giving the names and addresses of the child and his parents, guardian, or other person having responsibility for his care and all evidence forming the basis for such belief. Conn. Gen. Stat. SS 17-38b.

6.3-5 Requirements For All Other Persons

Persons not engaged in one of the occupations listed above but who have reasonable cause to believe that a child is in danger of or has been abused, must make an oral or written report to the state commissioner of children and youth services or his representative giving the names and addresses of the child and his parents, guardian or other person having a responsibility for his care and all evidence forming the basis for such belief. Conn. Gen. Stat. SS 17-38d.

Failure to comply with these reporting requirements can result in the assessment of substantial fines against persons with relevant knowledge.

6.4 The Code of Canon Law.

Canon 1386 - One who gives or promises something so that someone who exercises a function in the Church would illegitimately do or omit something is to be punished with a just penalty; likewise, the person who accepts such gifts or promises.

Canon 1387 - Whether in the act or on the occasion or under the pretext of confession, a priest who solicits a penitent to sin against the sixth commandment of the Decalogue is to be punished with suspension, prohibitions and deprivations in accord with the seriousness of the offense; and in more serious cases, he is to be dismissed from the clerical state.

Canon 1389 - §1. One who abuses ecclesiastical power or function is to be punished in accord with the seriousness of the act or omission not excluding deprivation from office unless a penalty for such abuse has already been established by a law or a precept.

§2. One who through culpable negligence illegitimately places or omits an act of ecclesiastical power, ministry or function which damages another person is to be punished with a just penalty.

Canon 1395 - §1. Outside the case mentioned in can. 1394, a cleric who lives in concubinage or a cleric who remains in another external sin against the sixth commandment of the Decalogue which produces scandal is to be punished with a suspension; and if such a cleric persists in such an offense after having been admonished, other penalties can be added including dismissal from the clerical state.

§2. If a cleric has otherwise committed an offense against the sixth commandment of the Decalogue with force or threats or publicly or with a minor below the age of sixteen, the cleric is to be punished with just penalties, including dismissal from the clerical state if the case warrants it.

7.0 OBLIGATION TO REPORT. Any personnel of the Diocese who have actual knowledge of or who have reasonable cause to suspect sexual misconduct by any other personnel of the Diocese shall comply with the requirements of law as set forth above (unless to do so would violate the priest/penitent relationship of the Sacrament of Reconciliation), and shall report to the Diocese as follows:

- 7.1 A verbal report of the incident shall be made immediately to one's superior or supervisor who will in turn make an immediate verbal report to the Diocesan Director of Finance and Administration or the Episcopal Vicar for Clergy and Religious. The superior or supervisor will obtain a report form from either of the aforementioned diocesan officers and give it to the person reporting the incident. The person making the report will fill out the form and return it to the Diocesan Director of Finance and Administration or to the Episcopal Vicar for Clergy and Religious. Either of these officers then assumes responsibility for the investigation of the report which will probably necessitate further contact with the person reporting the incident. Personnel not wishing to report an incident to the superior or supervisor may make the report directly to the Diocesan Director of Finance and Administration or to the Episcopal Vicar for Clergy.
- 7.2 The Diocesan Director of Finance and Administration or the Episcopal Vicar for Clergy and Religious shall immediately notify the Bishop of Bridgeport, the Diocesan Attorney, and the appropriate liability insurance carrier of the report.
- 7.3 Any personnel who believe that they have been subjected to sexual harassment by any other personnel of the Diocese are encouraged to report it immediately to the Diocesan Director of Finance and Administration or the Episcopal Vicar for Clergy and Religious. The complaint will be handled in confidence and no other personnel, including supervisory personnel, need be advised of this action. If a complainant does not wish to discuss the details of the complaint with either of the above, the complainant may request that a meeting be arranged with another member of Administration.

8.0 INVESTIGATION OF INCIDENT REPORTS. Each reported incident will be immediately investigated, with care taken not to interfere with any criminal investigation, and with a high level of Christian care, concern and confidentiality for the alleged victim, the family of the alleged victim, the person reporting the incident, and the alleged perpetrator.

- 8.1 Legal advice, both civil and canonical, shall be obtained by the Diocese as soon as possible; and the alleged perpetrator shall be assisted in obtaining similar advice.
- 8.2 The Bishop of Bridgeport will review the written report to determine the validity of any claim. If the alleged claim appears substantiated, after consultation with competent diocesan officials, the alleged perpetrator may be relieved from the exercise of any function or responsibility or ministry and/or employment in the Diocese and placed on administrative leave pending the outcome of the internal and any outside investigation, such leave to be with or without pay and/or benefits as competent diocesan authorities may decide.
- 8.3 If the alleged perpetrator is a clergyman incardinated in the Diocese of Bridgeport, the report and investigation will be referred to the local Ordinary in accordance with Canon Law and subject to the provisions of canon 1722.
 - 8.3-1 If he is a clergyman incardinated in another diocese the local Ordinary shall immediately refer the matter to his proper Ordinary for discussion or further action.
 - 8.3-2 If the alleged perpetrator is a member of a religious institute or a society of apostolic life the Episcopal Vicar for Clergy and Religious of the Diocese of Bridgeport shall immediately contact the competent ecclesiastical superior of such member for consultation on the proper procedure to be followed.
- 8.4 Appropriate records will be kept by the Bishop of Bridgeport of each incident reported, the investigation and the results thereof. Such records shall be marked confidential and be securely kept in a secret file of the Diocese in accord with Canons 489-490, under lock, with access thereto limited to only the following: the Bishop of Bridgeport and other diocesan officials, to be designated by him, on a strictly need-to-know basis.
- 8.5 Notification of the report shall be given to insurers in accordance with the terms of applicable insurance policies.

- 8.6 When accusations are made of sexual misconduct involving personnel of the Diocese, contact by a representative of the Bishop of Bridgeport with the alleged victim and family should be promptly initiated. Contact should be made by appropriate counselors chosen by the Bishop for the purpose of offering whatever concern or solace may be needed, with no comment as to the truth of any accusation. Medical, psychological and spiritual assistance and, in appropriate instances, economic assistance may be offered in the spirit of Christian justice and charity, but legal advice must first be obtained.
- 8.7 Any media contact or inquiries regarding an incident of sexual misconduct by personnel of the Diocese must be directed to the Secretary for Communications.

9.0 **ACTION WHEN GUILT IS DETERMINED.** Any personnel of the Diocese who admit to, do not contest, or are found guilty of an incident of sexual misconduct shall be relieved immediately from the exercise of any function or responsibility of ministry and/or employment in the Diocese of Bridgeport.

- 9.1 If the party is a lay person, determination of guilt shall be cause for loss of employment and any appropriate canonical prohibitions or deprivations in accord with the norm of canons 1336-1338. Subject to the conditions of any applicable contracts or terms of employment and at the discretion of the authorities of the Diocese of Bridgeport, such person may be assisted with any required rehabilitative or convalescent care. In all cases the principles of Christian charity and canonical equity, especially the norms of canons 231 §2, are to be observed.
- 9.2 If the party is a member of a religious institute or society of apostolic life or a cleric not incardinated in the Diocese of Bridgeport, determination of guilt shall be cause for any appropriate prohibitions and deprivations in accord with the norm of canons 1336-1338. If a priest, he is to be deprived of the faculties listed in canons 764 and 967 §2 in accord with the norm of canon 974 §2. Further, penalties and penances may be imposed or recommended after consultation with the party's proper ecclesiastical superior.
- 9.3 If the party is a cleric incardinated in the Diocese of Bridgeport he shall be subject to suspension in accord with the norm of canon 1333. Further penalties and actions as found in canons 1336-1338 and 1740-1747 may also follow pending the outcome of any civil/criminal actions in the State or Federal courts or the appropriate ecclesiastical Tribunal. At the discretion of the Bishop, an extended supervised aftercare program may be implemented as outlined in section 9.3-2.

- 9.3-1 A member of the diocesan clergy shall receive diagnostic evaluation and treatment at the expense of the Diocese.
- 9.3-2 After a priest has cooperatively completed initial psychiatric evaluation and treatment, and if the treatment resource offers a prognosis open to the possibility of the priest's eventual return to active ministry, he will enter an extended supervised aftercare program, designed by the Diocese in collaboration with the treatment resource, which program will include:
- 9.3.2.1 ongoing psychotherapy as recommended by the treatment resource with regular progress reports from the therapist to the Diocese in the person of the Episcopal Vicar for Clergy and Religious;
 - 9.3.2.2 regular accountability meetings with the Episcopal Vicar for Clergy and Religious;
 - 9.3.2.3 if recommended by the treatment resource, establishment of a supervised transitional living arrangement and a vocational rehabilitation program during which the priest will not have a pastoral assignment;
 - 9.3.2.4 careful monitoring of the aftercare program by the psychotherapist and the Episcopal Vicar for Clergy and Religious;
 - 9.3.2.5 a contract, between the priest and the Diocese, specifying all the components of the aftercare program; failure to successfully cooperate with this contract will result in the priest's removal from the active ministry.
- 9.3-3 Following diagnostic evaluation, treatment and successful aftercare, the assignment of the individual priest will continue to exclude ministry to minors and others at risk. He will be expected to continue individual and group psychotherapy and any other professionally recommended therapy, if necessary. He will also be expected to report to the Episcopal Vicar for Clergy and Religious on a regular basis.

10.0 INCIDENTS INVOLVING SEXUAL HARASSMENT. Incidents involving sexual harassment among co-personnel will be addressed on a case-by-case basis. Factors to be considered in determining appropriate action, which may include termination, are:

1. the nature and degree of the conduct;
2. whether lack of consent to physical contact was involved;
3. whether any previous complaints of sexual harassment had been made against the person;
4. whether the person had been warned about inappropriate conduct prior to the incident;
5. the type of harassment involved, i.e., hostile environment versus a demand for sexual involvement in exchange for employment-related benefits;
6. where hostile environment harassment is involved, the view of the victim as to the proper penalty and an objective consideration of the conduct involved and the appropriate penalty.

11.0 FALSE ACCUSATION AND UNSUBSTANTIATED CLAIMS. There is always the possibility of false accusations or unsubstantiated claims made for whatever reason.

- 11.1 Civil statutes provide penalties for the crime of falsehood in which individuals become victims of false denunciations and calumny and courts often impose financial reparations in such cases.
- 11.2 In accord with the principle stated in canon 220 of the Code of Canon Law, canons 1390-1391 make provisions for canonical sanctions in various cases of falsehood and calumny.

Acknowledgement of Receipt

On _____, I was given a copy of the Diocese of Bridgeport's Policy on Sexual Misconduct. I have read the policy, understand its meaning, and agree to conduct myself in accordance with its terms.

I acknowledge that the policy is not intended to create any contractual obligations, express or implied, on the part of the Diocese of Bridgeport.

Signature

Name

Parish/Institution/Agency/Department

PS#2

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DIOCESE OF BRIDGEPORT
POLICY RELATING TO SEXUAL MISCONDUCT

Executive Summary

Introduction

As required by our insurance carrier, the Diocese of Bridgeport has adopted a policy relating to sexual misconduct. The policy, summarized here, provides guidelines to help prevent sexual misconduct and to help diocesan personnel in responding to allegations of sexual misconduct if any do occur.

Sexual misconduct is contrary to Christian principles and is in violation of the conditions of employment of all paid and unpaid personnel of the Diocese. Therefore, all diocesan personnel must comply with applicable civil and canon law regarding incidents of actual or suspected sexual misconduct and with the requirements of this policy.

It is understood that sexual misconduct encompasses sexual harassment which is prohibited by the Connecticut Human Rights and Opportunities Act; and that sexual misconduct by any personnel of the Diocese, whether in the course of work or not, will be considered grounds for suspension or termination of employment or involvement with the work of the Diocese.

How is Sexual Misconduct Defined?

Sexual misconduct means any actions or words of a sexual nature which are contrary to the moral doctrine, teachings and canon law of the Catholic Church and are proscribed by Federal, state or local law or cause harm to another. Sexual harassment, included in the category of sexual misconduct, refers to unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature which explicitly or implicitly becomes a term or condition of an individual's employment or a basis for employment decisions affecting the individual or whose purpose or effect is to interfere substantially with an individual's work performance or to create an intimidating, hostile or offensive working environment.

Who is Required to Report Sexual Misconduct and to Whom?

Any personnel of the Diocese who have actual knowledge of, or who have reasonable cause to suspect, sexual misconduct by any other personnel of the Diocese shall comply with the requirements of Connecticut civil law (confer full policy, section 6.3). He or she will make an immediate verbal report of the incident to the superior or supervisor who will relay it to the Diocesan Director of Finance and Administration or the Episcopal Vicar for Clergy and Religious; or it can be made directly to the aforementioned diocesan officers. This will be followed by a written report to be prepared on forms obtained from either office.

How Will the Report be Handled?

When accusations are made of sexual misconduct involving personnel of the Diocese, contact by a representative of the Bishop of Bridgeport, with the alleged victim and family, if applicable, will be promptly initiated. Medical, psychological and spiritual assistance, and, in appropriate circumstances, economic assistance may be offered in the spirit of Christian justice and charity.

What About the Accused Person?

The accused person will be assisted in obtaining legal advice. If the alleged claim appears substantiated, the accused person may be relieved from the exercise of any function or responsibility or ministry and/or employment in the Diocese and placed on administrative leave pending the outcome of the internal and any outside investigation, such leave to be with or without pay and/or benefits, as competent diocesan authorities may decide.

Any personnel of the Diocese who admit to, do not contest, or are found guilty of an incident of sexual misconduct shall be relieved immediately from the exercise of any function or responsibility of ministry and/or employment in the Diocese of Bridgeport. Subject to the conditions of any applicable contracts or terms of employment and at the discretion of diocesan authorities, such personnel may be assisted with any required rehabilitative or convalescent care.

Do We Need More Education on this Topic?

Yes, we certainly do. To help support each adult's responsibility for his or her own sexual growth and maturity, the Diocese, from time to time, may be able to arrange programs providing additional information and training concerning this sensitive topic.

What About False Accusations and Unsubstantiated Claims?

There is always the possibility of false accusations or unsubstantiated claims made for whatever reason. Civil law provides penalties for the crime of falsehood in which individuals become victims of false denunciations and calumny, and the courts often impose financial reparations in such cases. Canon law also makes provision for canonical sanctions in various cases of falsehood and calumny.

N.B. This document is a summary of the policy relating to sexual misconduct for the Diocese of Bridgeport. It is designed to make you aware of the existence of the policy but does not purport to give you all of the important details. Therefore, all employees and volunteers of the Diocese of Bridgeport are encouraged to read, and to become familiar with, the policy as a whole.

b-PS2

Acknowledgement of Receipt
of Policy Summary

On _____, I was given a copy of the Summary of the Diocese of Bridgeport's Policy on Sexual Misconduct. I have read the Summary, understand its meaning, and agree to conduct myself in accordance with its terms. Moreover, I understand that I am encouraged to read, and to become familiar with, the Policy as a whole.

Signature

Name

Parish/Institution/Agency/Department

PS#2

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