



Guide for Individuals Reporting Misconduct

Saint Meinrad Archabbey recognizes that sexual misconduct by one of its monks has devastating consequences for many, most especially the victims and their families, as well as the laity, other men and women religious and priests whose lives are also negatively affected by the harmful behavior of an offending member of our community. We have become increasingly aware of the effects of this tragic behavior and have developed a steadfast commitment to help those affected.

This guide is intended for those coming forth with an allegation against a member of our community. This guide provides information and guidance on: (1) how Saint Meinrad Archabbey defines sexual misconduct within ministerial relationships, (2) what our procedures are for responding to complaints of sexually inappropriate behavior, and (3) to whom those subjected to sexual misconduct can turn for help.

1. Sexual Misconduct in a Ministerial Relationship

A ministerial relationship is one in which a person receives pastoral care from a religious, including:

- Clergy
- Members of religious communities
- Spiritual directors and pastoral counselors

Sexual misconduct is a general term that encompasses sexual harassment, sexual exploitation, and sexual abuse.

Sexual harassment is defined as unwanted sexualized conduct or language between co-workers in the church setting. It may include, but is not limited to:

- Unsolicited sexual advances and propositions
- The use of sexually degrading words to describe an individual or his/her body
- The telling of inappropriate or sexually-charged jokes
- Retaliation against a co-worker who refuses sexual advances
- Offers of preferential treatment such as promotions, positive performance evaluations, or favorably assigned duties or shifts, in exchange for sexual favors

Sexual exploitation consists of sexual contact between a monk and a person receiving pastoral care from him.

Sexual abuse is sexual contact between a monk and a minor or vulnerable adult.

Sexual exploitation or sexual abuse can include physical contact or actions such as:

- Sexual touch or other physical contact that makes the person being touched feel uncomfortable
- Giving a sexually charged gift (such as lingerie)
- A prolonged hug when a brief hug is customary behavior
- Kissing on the lips when a kiss on the cheek would be appropriate

- Showing sexually suggestive objects or pornography
- Sexual intercourse, anal, or oral sex

Sexual exploitation or sexual abuse can also include verbal behavior such as:

- Innuendo or sexual talk
- Suggestive comments
- Descriptions of sexual experiences, fantasies, or conflicts
- Sexual propositions

To be clear, the Archabbey's stance is this: Sexual misconduct - whether harassment, exploitation, or abuse - by monks, employees of Saint Meinrad, and volunteers is contrary to Catholic morals, doctrine, and canon law. It is never acceptable in a pastoral relationship with an employee, spiritual directee, parishioner, counseling client, or anyone who has sought the church's ministry.

It is not uncommon for those who seek the church's ministry to feel attracted to a religious or to be flattered by his attention. This being said, a layperson's attraction to a Member or enjoyment in being the object of his sexual interest does not excuse any form of sexual misconduct on the Member's part. It is entirely the responsibility of the religious to maintain appropriate emotional and sexual boundaries with those with whom he works and/or serves.

2. How Saint Meinrad Archabbey Responds to Complaints of Sexual Misconduct

Saint Meinrad Archabbey responds to all allegations of sexual misconduct with grave concern and great care. To ensure that we handle each instance promptly, thoroughly, and compassionately, the Archabbey has appointed a Victim Assistance Coordinator who will listen to, understand, and offer help, including appropriate psychological counseling for those affected by misconduct by one of our community members.

Through the Victim Assistance Coordinator and appointed Investigators, Saint Meinrad Archabbey will respond swiftly to evaluate and investigate any accusation of sexual misconduct by a member of Saint Meinrad Archabbey. Any monk who has engaged in the sexual abuse of a minor will be removed from ministry and access to all minors, and will be subject to a rigorous relapse prevention plan which provides appropriate psychological treatment specific for offenders, including ongoing monitoring and supervision for the rest of his life.

Saint Meinrad Archabbey, consistent with the directives of the Catholic Bishops' *Charter for the Protection of Children and Young People*, has also established an Archabbey Review Board. This interdisciplinary board of lay professionals advises the Archabbey on all matters related to sexual misconduct.

In addition to establishing procedures for responding to sexual misconduct, Saint Meinrad Archabbey has undertaken measures to prevent future incidents of abuse. These include:

- extensive screening of novices before they enter formation. This screening includes a criminal background check, a professional psychological evaluation, several letters of reference, and screening of social media sites.
- a professionally developed formation program for celibate chastity and healthy psychosexual development
- continuing education programs for Members concerning issues of sexuality and personal conduct.

- A contract with Praesidium, an external accrediting agency in the area of child safe-keeping, who helps the Archabbey to monitor its compliance with best practices for ethical ministry with minors.

It is our firm belief that religious must maintain appropriate boundaries with laypersons in order to preserve the integrity of the ministerial relationship. Moreover, we call upon those with knowledge of a monk's inappropriate behavior - whether past or present - to come forward with this information so that innocent victims may be spared from further harm. In short, we ask everyone to join with us to protect the safety of children, women, and men, and with firm determination, to promote healing where there is pain.

3. Where to Find Help

If you or someone you know believes that a monk of Saint Meinrad Archabbey has violated the boundaries in this guide, we urge you to report such behavior immediately to the Archabbot of Saint Meinrad Archabbey or to our Victim Response Coordinator:

Rt. Rev. Kurt Stasiak, OSB, Archabbot
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Mrs. Ann Phillips
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