

Abuse

Policy No. 354

Policy Statement: The Archdiocese will not tolerate any form of abuse by its clergy, employees, or volunteers.

Intent of Policy: To protect society, especially the members of the Church, from the harm that comes from abuse.

Definition: Abuse includes:

- Physical – any intentional unwanted contact that may cause bodily injury, pain, or impairment. It does not have to leave a mark or a bruise. Examples of appropriate and inappropriate touching can be found on Appendix 354H Physical Contact.
- Verbal – the use of language to manipulate, control, ridicule, insult, humiliate, belittle, vilify, and show disrespect and disdain to another. It may or may not use expletives. It may also be in written form, which includes the electronic media. Such abuse consists of:
 - bullying, ridicule, trivializing, harassing, interrogating, accusing, blaming, denial, insulting, taunting, putting down, discounting, threatening, name-calling, yelling and raging.

Note: Normal supervisory direction including performance review and reprimands given to clergy, employees or volunteers is not considered verbal abuse.

- Sexual – any intentional unwanted or non-consensual sexual contact. It may include:
 - touching, harassment, incest, molestation, intercourse, rape, sodomy, exhibitionism, and other acts of sexual exploitation that may involve the Internet. It may also include any sexual contact which is apparently consensual, but breaches professional and/or ministerial boundaries.

Refer to Policy:

[No. 345 Non-Discrimination](#)

[No. 360 Allegation](#)

No. [TBA] Communications via Email, Facebook, and Other Social Media

Refer to Appendix:

354H Physical Contact