

## **Saint John's Abbey Response to Allegations of Sexual Misconduct**

### **Creation of Review Board**

Saint John's Abbey is committed to the creation, by June 2003, either alone or in conjunction with the Diocese of St. Cloud a review board of the following composition:

- at least two clergy abuse survivors
- two current or former law enforcement officials
- one current or former judicial official
- one parent of a clergy abuse survivor
- one mental health professional

The board should be ecumenical in character.

Some of the members of this review board may serve as an investigative subcommittee charged with the responsibility for the initiation and supervision of allegations of sexual misconduct. The investigative subcommittee should include a mental health professional, an active or retired law enforcement official and a clergy abuse survivor.

### **Investigation**

When an allegation of sexual misconduct is made against a member of the community, staff or volunteer, there will be a prompt, thorough investigation made by a three-person body with appropriate expertise. If the accuser is a minor, vulnerable adult or receiving pastoral or other counseling, the accusation will be turned over immediately to law enforcement authorities.

### **Full Accounting**

Upon any report for sexual misconduct by a member of the community, staff or volunteer the Abbey will place the accused on administrative leave without prejudice for five working days so that the information can be transmitted to the review board for processing.

After an investigation has determined that abuse has occurred, the person's identity will be turned over to bishops, church leaders and law enforcement officials where they have served. Where appropriate, relevant personnel records will be turned over to law enforcement officials as requested.

When the investigating committee has substantiated the allegation against a member of the community, staff or volunteer, notice will be sent to the relevant communities (i.e. parishioners, students, and alumni) urging additional victims to come forward to SNAP, law enforcement, or the review board.

### **Pastoral Care and Healing**

The abbey will finance an off-site retreat at the Holiday Inn in the City of St. Cloud to determine the need for and to plan and develop future retreats with survivor chosen facilitators. The Abbey will provide reasonable travel expense reimbursement and overnight accommodations for attendance at the first retreat.

### **Therapy**

We will continue to provide funding for prompt, on-going group and individual therapy for all the survivors and their families except as otherwise agreed.

This can include outpatient approaches and non-traditional approaches such as massage.

The review board will evaluate the outcomes and progress of this therapy periodically without intruding in to the therapy other than through the provision of a report outlining the need for and course of therapy.

The Abbey will not specify the therapist.

Therapy will continue to be funded by having bills sent directly to the Abbey.

We will offer funding for spiritual direction for survivors.

### **Prevention**

We will continue to bring in a professional social service or other professionals to provide "safe-touch" education to all of our students on an annual basis. This education will be documented and approved by the review board.

We will continue to bring in a professional social service or other professionals to provide abuse education and "boundary" training to all staff, faculty and volunteers on an annual basis. This education will be documented and approved by the review board.

The review board will review the Abbey's existing sexual abuse policy and its implementation and will make recommendations at least annually. The policy and non-monastic contacts (SNAP, sheriff's department, independent advocates) will be posted on the Abbey's website.

Each member of the community, staff or volunteer's program of rehabilitation will continue to be reviewed annually by the review board. No accused member of the community, staff or volunteer can be placed without the approval of the review board.