

**SEXUAL MISCONDUCT POLICY
FOR THE PERSONNEL OF THE
DIOCESE OF SANTA ROSA**

PREAMBLE

Sexual misconduct is contrary to the fundamental dignity of each person, to the values of the Gospel and to the teachings of the Catholic Church. Thus, notwithstanding any provisions of civil law, sexual misconduct by personnel of the Diocese of Santa Rosa is wrong, can never be condoned and is not in any way within the scope of their duties and employment. Incidents of sexual misconduct are a cause of grave personal tragedy. The Diocese of Santa Rosa is committed to addressing incidents of sexual misconduct, not only as an employer but also, and above all, as a bearer of the Gospel.

In order to prevent sexual misconduct, the diocese is committed to careful selection and educating of all personnel.

All personnel of the diocese are to comply with applicable provisions of civil and church law, including the procedures outlined in this policy, regarding allegations of sexual misconduct. The diocese is committed to full cooperation with the civil authorities in any such investigation and prosecution.

The Diocese of Santa Rosa is deeply committed to addressing and dealing with all reported allegations of sexual misconduct in a prompt, objective, confidential and thorough manner. Every effort is made to manifest compassion with due regard for the rights of all involved. The victim/survivor and his/her family are of primary concern to the diocese. In addition, the needs of those who have placed their trust in personnel of the diocese, along with those who have their service and reputation questioned because of the misconduct of a few, will be addressed.

The priests, deacons, religious and laity who serve the Diocese of Santa Rosa are to exercise their ministry in an exemplary way. Recognizing the harm of sexual misconduct, as well as false accusation, each and every allegation of sexual misconduct will be investigated to establish the facts.

The diocese will maintain the due process of civil and canon law in any statements made at the public level and will avoid exacerbating the hurts of all parties involved by respecting their confidentiality in the public forum.