

DIOCESE OF CENTRAL NEWFOUNDLAND

A
PROTOCOL
ON
MALTREATMENT
AND THE
PROMOTION OF
RESPECTFUL RELATIONSHIPS

NOVEMBER 2010

(REVISED JANUARY 2015)

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INTRODUCTION

The Diocese of Central Newfoundland (“the Diocese”) is committed to ensuring that our church is a safe and holy place for all people. Our Baptismal Covenant states that we are to seek and serve Christ in all persons, loving our neighbour as ourselves (*Book of Alternative Services*, p. 159). It is our solemn responsibility, therefore, to be actively involved in seeking the welfare of all members of our community and especially those who are vulnerable through age, infirmity or particular circumstances. This is a sacred trust which must be responsibly and safely managed.

The *Protocol on Maltreatment and the Promotion of Respectful Relationships* (“the Protocol”) has been developed with a twofold purpose:

1. To prevent maltreatment and promote respectful relationships within the Diocese through education and screening of all clergy, employees, and volunteers.
2. To respond to allegations of maltreatment within the Church and support all parties through this process.

Acceptance of and adherence to the Protocol is a mandatory and vital component of the life and work of all clergy, employees and volunteers of Synod office, parishes, and other diocesan ministries and activities.

The Bishop of Central Newfoundland (“the Bishop”) is responsible for over-seeing the administration of this Protocol.

The Advisory Committee on Maltreatment and the Promotion of Respectful Relations (“the Advisory Committee”) is responsible for advising and/or assisting the Bishop with respect to the application of the Protocol.

WHAT CONSTITUTES MALTREATMENT?

For the purposes of the Protocol, the term “maltreatment” includes any physical, sexual or emotional abuse, harassment or exploitation by a cleric, employee or volunteer towards another person – adult or child, ordained or lay – in the context of their role within the Diocese. This includes the production, possession and/or distribution of child pornography.

The World Health Organization defines “child maltreatment” – sometimes referred to as “child abuse and neglect” – to include all forms of physical and emotional ill-treatment, sexual abuse, neglect, and exploitation that results in actual or potential harm to the child’s health, development or dignity.

With respect to children under, or apparently under, the age of 16, within the Diocese we are legally bound, under the *Child, Youth and Family Services Act 1998* (“the Act”), by a duty to immediately report if a child is, or may be, in need of protective intervention.

PREVENTION

All clergy and employees, as a condition of employment, and all volunteers holding positions identified as involving risk (see Risk Assessment Checklist at Annex A), as a condition of voluntary service, must:

1. Receive an orientation to, and a copy of, the Protocol.
2. Agree in writing to comply with the Protocol.
3. Apply for a Certificate of Conduct.

Certificates of Conduct will be processed according to the following guidelines:

1. Synod office will initiate applications for Certificates for clergy, diocesan employees and diocesan volunteers.
2. The incumbent of a parish will initiate applications for Certificates for parish employees and parish volunteers (see Annex B).
3. Certificates of Conduct for clergy, diocesan employees and diocesan volunteers will be received and held at Synod office, and a copy will be provided to the applicant upon request.
4. Certificates of Conduct for parish employees and volunteers will be received and held at the parish office. It should be noted that these documents are confidential and must be stored in a locked cabinet.
5. If an offense is identified, the individual may still be accepted into a position provided the offense is not related to the tasks of the position.
6. Certificates shall be renewed every 3 years or as circumstances dictate.

Adult leaders who volunteer with the C.L.B. may meet the requirements of this process through the “Put the Child First” policy and process.

The Advisory Committee is available, upon request, to present or assist with presentations on the Protocol or on issues concerning maltreatment and the promotion of respectful relationships.

RESPONSE TO ALLEGATIONS

DIOCESAN RESOURCE PERSONS

Two Diocesan Resource Persons (“Resource Persons”) will be appointed by the Bishop and shall be members of the Advisory Committee. The Resource Persons shall:

1. Provide information and support to church leaders and all persons having concerns about maltreatment and respectful relationships.
2. Assist with reporting and documenting maltreatment.
3. Facilitate communication between Diocesan and investigating officials.
4. Provide feedback and support to individuals alleging maltreatment.
5. Offer support for the subject of the allegations and his or her family.
6. Develop Diocesan training programmes on maltreatment and respectful relationships.
7. Be informed of local resources and services.
8. Maintain communication with the Bishop with respect to allegations of maltreatment.

ADVISORY COMMITTEE

An Advisory Committee consisting of four to six persons, in addition to the Resource Persons, shall be appointed by the Bishop. Membership should include individuals with experience and/or training in the area of maltreatment. The Committee will advise and support the Bishop and the Resource Persons in the exercise of their duties and responsibilities with respect to the Protocol.

MEDIA RELATIONS

The Bishop will designate a person who will be responsible for working with the media regarding allegations of maltreatment within the Diocese.

TRAINING

Training opportunities shall be provided for the persons assuming these responsibilities.

GENERAL PROCEDURES

Caution must be taken not to interfere with any investigation which may be undertaken by Child, Youth and Family Services or the police. The investigating authorities shall be notified when contact by the Resource Persons is being initiated.

With respect to maltreatment of a child actually or apparently under the age of sixteen, there is a Duty to Report and other statutory requirements under the *Child, Youth and Family Services*

15. (1) Where a person has information that a child is or may be in need of protective intervention, the person shall immediately report the matter to a director, social worker or a peace officer.

(2) Where a person makes a report under subsection (1), the person shall report all the information in his or her possession.

(3) Where a report is made to a peace officer under subsection (1), the peace officer shall, as soon as possible after receiving the report, inform a director or social worker.

(4) This section applies, notwithstanding the provisions of another Act, to a person referred to in subsection (5) who, in the course of his or her professional duties, has reasonable grounds to suspect that a child is or may be in need of protective intervention.

(5) Subsection (4) applies to every person who performs professional or official duties with respect to a child, including,

- (a) a health care professional;
- (b) a teacher, school principal, social worker, family counsellor, member of the clergy or religious leader, operator or employee of a child care service and a youth worker;
- (c) a peace officer; and
- (d) a solicitor.

(6) This section applies notwithstanding that the information is confidential or privileged, and an action does not lie against the informant unless the making of the report is done maliciously or without reasonable cause.

(7) A person shall not interfere with or harass a person who gives information under this section.

(8) A person who contravenes this section is guilty of an offence and is liable on summary conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding six months, or to both a fine and imprisonment.

(9) Notwithstanding section 7 of the *Provincial Offences Act*, any information or complaint under this section may be laid or made within 3 years from the day when the matter of the information or complaint arose.

Act (1998), Section 15, as follows:

The legislated Duty to Report is fulfilled by reporting the incident/allegation to Child, Youth and Family Services, the Royal Newfoundland Constabulary or the Royal Canadian Mounted Police (applicable telephone numbers may be found in the front of the telephone book).

The “secrecy” with which a confession of sin is traditionally treated by the confessor (“The Reconciliation of a Penitent”, *Book of Alternative Services*, p. 166) **shall not** be offered when the subject of the confession involves the maltreatment of a child actually or apparently under the age of sixteen. The legislated Duty to Report applies. Nonetheless, with the understanding that the maltreatment will be reported, if the penitent still desires the sacrament, absolution is not to be denied by the confessor.

SPECIFIC PROCEDURES

After all statutory requirements are met, the following procedures shall be followed:

1. Allegations shall be referred immediately to the Bishop.
2. The Bishop may consult the Advisory Committee or Resource Persons when an allegation is received.
3. In the case of a cleric or other employee of the Church, during an investigation, the person who is the subject of the allegation will be placed on leave of absence with pay. This leave is without prejudice and does not imply the guilt or innocence of the person under investigation.
4. In the case of a person who is not employed by the Church but who holds a licence from the Bishop, there will be a suspension of the licence during the investigation. This suspension is without prejudice and does not imply the guilt or innocence of the person under investigation.
5. In the case of a volunteer, if there is an investigation, the person who is the subject of the allegation shall be placed on leave of absence from such parish or diocesan activity. This leave of absence is without prejudice and does not imply the guilt or innocence of the person under investigation.
6. The Resource Persons and/or the Advisory Committee shall offer to provide or arrange support for the alleged victim, the complainant, the alleged perpetrator and their family members.
7. Upon request, the Bishop, the Resource Persons and, where appropriate, a member or members of the Advisory Committee, may meet with the Churchwardens, Vestry and/or the parish in which the alleged maltreatment took place.

8. If the investigation is inconclusive or the alleged perpetrator is not charged, the Bishop, the Resource Persons and the Advisory Committee, may consult on a wider basis about what action, if any, should be taken.
9. Upon request, the Bishop, with the assistance of the Resource Persons and/or the Advisory Committee, shall assist the congregation to address their concerns and bring healing.

DISCIPLINE

The Bishop is responsible for determining whether disciplinary action is required when a complaint of maltreatment is admitted or substantiated, or an individual is convicted of an offense.

Pursuant to *General Synod Canon XVIII*, discipline of clergy may include: caution; reprimand; censure with probation or rehabilitation, or both; suspension with or without terms; dismissal from employment; or, removal from a non-stipendiary position.

Discipline of employees may include: a verbal warning; reprimand in writing; suspension; or, dismissal from employment.

Discipline of volunteers may include: a verbal warning; reprimand in writing; removal from volunteer position; or, in the case of an individual holding a licence from the Bishop, removal of the licence.

When an investigation is not pursued or is discontinued, or an allegation is shown to be unfounded, the Bishop may:

1. Publically or privately exonerate the person accused.
2. Reinstate the individual.
3. Issue a letter of exoneration to be read from the pulpit by one of the Churchwardens at the main services of the day. (If an allegation has been more widespread than in a single parish, the letter may be read by one of the Churchwardens in each of the parishes).
4. Where an allegation has been reported in the media, forward a letter of exoneration to the media that reported the allegation.

GUIDELINES FOR APPROPRIATE LEADERSHIP BEHAVIOUR WITH CHILDREN AND YOUTH

The following statements are to guide those who minister to children within the life of the Diocese:

1. Always inform parents or guardians where their children are and for what purpose when they are within your care.
2. When taking a group of children or teens on an outing ensure that more than one adult accompanies and stays with the group.
3. Choose carefully when selecting times and places to meet with children and teens on an individual basis (e.g., office hours; in your home or theirs with someone else within easy contact).
4. Physical contact may be initiated by children and youth; however, there is a distinct difference between an appropriate touch and one with sexual overtones.
5. Some touching is **never** appropriate with children and teens (e.g., kissing on the lips; touching buttocks, genitals, breasts; rolling on the floor; etc).
6. Verbal abuse is damaging. Use words which are respectful of children even when there is need to speak firmly.
7. Some adults do have sexual fantasies about children. If you do, discuss your concerns with a trusted and competent counsellor. **Do not** act out these fantasies with children.

Note: These guidelines are offered to help you decide upon appropriate behaviour in your leadership role, for your own protection, and for the protection of children and youth.

REVIEW/REVISION OF THE PROTOCOL

The Protocol will be reviewed – and necessary revisions made – by the Advisory Committee when there are changes to relevant provincial or federal legislation, when requested to do so by the Bishop or Diocesan Council, or at least every three years.

ANNEX A – RISK ASSESSMENT CHECKLIST

- Identify positions in parish or diocesan ministries
- Add positions not identified on the list
- Other than those positions already so designated (with an “X”), note and assess areas of potential risk
- Request a “Certificate of Conduct” if risk has been identified

Ministry Position:	Working with Children:	Working with Youth:	Alone With Vulnerable Persons	Other Risk Factors
Camp Director/Staff	X	X		
Home Visitor			X	
Nursery Coordinator/Assistant	X	X		
Parish/Diocesan Clergy	X	X	X	
Server (Adult)	X	X		
Servers Guild Coordinator	X	X		
Sunday School Teacher/Helper	X	X		
Vacation Bible School Teacher/Helper	X	X		
Youth Band/Choir Leader	X	X		
Youth Leader	X	X		
Youth Pastor/Minister	X	X		
Archivist				
Audio-Visual Controller				
Band/Choir Leader				
Band/Choir Member				
Church Warden				
Committee Chair				
Committee Member				
Counting Team				
Diocesan Council Member				
Driver				
Eucharistic Assistant				
Greeter				
Lay Reader				
Music Director				
Office Administrator				
Office Volunteer				
Organist				
Reader/Lector				
Readers Coordinator				

ANNEX B – REQUEST FOR A CERTIFICATE OF CONDUCT

Note: *The following is the suggested text for a cover letter (on parish letterhead) which is to accompany a volunteer's application for a Certificate of Conduct or Court Records Check in order to have the application fee waived. Please note that a Court Records Check **is required** by those who reside within the jurisdiction of the RCMP **prior to** applying for a Certificate of Conduct. The Court Records Check **is not** required by those who reside within the jurisdiction of the RNC. Copies of the applicable forms are on the following pages.*

(Date)

(RNC, RCMP, or Provincial Court of Newfoundland and Labrador – as applicable)

To Whom It May Concern,

This is to acknowledge that *(name of parish volunteer)* is applying to serve in a capacity within this parish in which he/she will be ministering to children, youth, or other vulnerable persons.

Please process his/her application for a Criminal Records Screening Certificate/Court Records Check as a volunteer and forward said document to the undersigned.

Thank you for your assistance in this matter.

Sincerely,

(Signature block of Incumbent)



ROYAL NEWFOUNDLAND CONSTABULARY
APPLICATION FOR CRIMINAL RECORDS SCREENING CERTIFICATE



Notice: Persons requiring a Criminal Records Screening Certificate must complete this form and deliver or mail to the Cash Office, Royal Newfoundland Constabulary, 1 Fort Townshend, St. John's, NL, A1C 2G2
This application must be accompanied by a non refundable \$25.00 cheque or money order made payable to the Newfoundland Exchequer Account. Cash is only accepted at the Cash Office located at the RNC. All criminal records screening certificates must be picked up within 60 days of completion. Unclaimed certificates will be destroyed. The Records Office will require a minimum of **ONE WEEK** notice, excluding weekends and holidays, to process the application. The applicant is the only person permitted to pick up this certificate. The applicant must produce 2 pieces of identification, one of which contains the applicants DOB.

SECTION 1

- (a) I hereby request that a search of your records be conducted to determine if there are any criminal convictions or criminal findings of guilt related to me in your records.
- (b) I hereby agree that no liability attaches to the Royal Newfoundland Constabulary in relation to this search. I further agree that the Royal Newfoundland Constabulary is not responsible for any inaccuracies resulting from the search.
- (c) With the exception of SECTION 2 of this application, I understand that any certificate that may issue in relation to the search is issued to me only for my own use. If I reveal the search certificate to any person or body I do so of my own free will. If I reveal the search certificate to any person or body, I agree to hold the Royal Newfoundland Constabulary harmless for any use that person or body makes of the information.
- (d) The disclosure of any information resulting from this search is my responsibility.

APPLICANT'S SIGNATURE: _____ **DATE:** _____

Surname: _____ Maiden Name: _____

Name (Proper birth names required): _____
First Second Third

Current Street Address: _____ City/Town: _____

Postal Code: _____ Home Phone#: _____ Work Phone#: _____

Date of Birth: _____ City/Town of Birth: _____
Year Month Day

Gender: _____ Height: _____ Weight: _____ Eye Colour: _____

If you answer "yes" to any of the following question, please attach details.

1. Have you been convicted of any offence in Canada or the United States?
 YES NO If yes, Details: _____
2. Have you ever changed your name?
 YES NO Previous Name: _____
First Second Last
3. Have you ever been prohibited by any court from possessing any firearm, ammunition, or explosive substance?
 YES NO If yes, Details: _____

Searches will only be completed for the following purposes: Please check the purpose(s) that apply to your request.

- Required by statute or regulation: Statute: _____
Regulation: _____
- Required for foreign work or travel
- Required by agency or group dealing with children, elderly, physically, or mentally challenged persons & volunteers. (complete Section 2)**
- Required for adoption **(complete Section 2)**
- Required for licence: Licence Type: _____
- Required for education institution: Education Institution: _____
- Required for employment
- Required for Pardon
- Other _____

If you are a young person (under 18 years), you agree that you are making this application for disclosure of any record you may have pursuant to the YOUNG OFFENDERS ACT. Should you be denied a search certificate, you may, in writing, request a Criminal Record Screening Certificate Record Endorsement from Provincial Court. This Certificate will be subject to the same terms and conditions set out previously in this application.

SECTION 2

This Section is to be only completed by those who will be dealing with children, elderly, physically or mentally challenged persons.

Name of Agency or Group: _____

Address: _____ Town: _____ Postal Code: _____

Contact Person: _____ Telephone: _____

Position applying for: _____

In making this application for a Criminal Record Screening Certificate, I agree to allow the Royal Newfoundland Constabulary to:

- (a) extend the search to include current investigations and present and or pending charges;
- (b) notify the institution or agency of any inability to obtain a Criminal Record Screening Certificate; and
- (c) notify the agency or group representative of any present or pending charges against me.

Signature of Applicant: _____ Date: _____

Please attach authorization letter for volunteer applications.

Office Use Only

CPIC Check: _____ Court Check: _____ PIRS Check: _____ Other Check: _____

ICAN Check: _____ Certificate Number: _____ Receipt Number: _____

Signature Records Staff: _____ Date: _____



PROVINCIAL COURT OF NEWFOUNDLAND AND LABRADOR

APPLICATION FOR COURT CHECK

*(This is **not** a request for a Certificate of Conduct. If you require a Certificate of Conduct, please check with the nearest police detachment).*

SURNAME:		GIVEN NAMES:	
ANY OTHER SURNAME:			
MAIDEN NAME (if applicable):		PHONE NUMBER:	
DATE OF BIRTH: YEAR:	MONTH:	DAY:	
PRESENT ADDRESS:			
STREET	CITY	PROV.	POSTAL CODE
ADDRESSES IN THE LAST FIVE YEARS (IF DIFFERENT THAN ABOVE):			
HAVE YOU BEEN CONVICTED OF ANY OFFENCE IN CANADA FOR WHICH A PARDON HAS NOT BEEN GRANTED? <input type="checkbox"/> YES <input type="checkbox"/> NO			
IF YOU ANSWERED YES, PLEASE ANSWER THE QUESTIONS BELOW:			
NATURE OF CHARGES:			
DATES OF CONVICTION:			
COURT LOCATION OF CONVICTION:			

REASON FOR REQUEST

(Please check applicable box)

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> PARDON | <input type="checkbox"/> COURT PURPOSES |
| <input type="checkbox"/> EMPLOYMENT | <input type="checkbox"/> OTHER (Volunteer, Foster Parent, Adoption, Alternative Care Givers-NO FEE, documentation required)
<i>(Paid Volunteer-\$20 Fee applies)</i> |

RECORD REQUESTED

(Please check applicable box)

- | | |
|---|--|
| <input type="checkbox"/> FULL CRIMINAL RECORD | <input type="checkbox"/> FULL CRIMINAL RECORD <i>(Including Provincial Offences)</i> |
| <input type="checkbox"/> PROBATION ORDER (Certified) DATE OF PROBATION ORDER: _____ | |
| <input type="checkbox"/> YOUTH RECORD | |
| <input type="checkbox"/> ANY OTHER COURT DOCUMENTATION _____ | |
| DATE OF ORDER _____ | |

DATE OF REQUEST: _____ REQUESTED BY: _____
(Please include \$20.00 Fee)

- | | |
|----------------------------------|-----------------------------------|
| <input type="checkbox"/> PICK UP | <input type="checkbox"/> MAIL OUT |
|----------------------------------|-----------------------------------|

NOTE: A PREVIOUS CONVICTION LETTER WILL NOT BE ISSUED IF THERE ARE ANY OUTSTANDING FINES WITH THE COURT



Royal Canadian Mounted Police / Gendarmerie royale du Canada

APPLICATION FOR POLICE RECORDS CHECK

NOTICE: A person requiring a Police Records Check must complete the following steps:

- 1 An applicant for a Police Records Check is required to get a clearance from the Provincial Court having jurisdiction in the area where the applicant presently resides, as well as from any other area where the applicant previously resided. (Costs associated with Court Records Checks are not the responsibility of the police).
- 2 Once a Court Record Check has been obtained, please complete this Application, including "Section 2" if applicable.
- 3 Bring the completed Form and the Court Record clearance to the appropriate RCMP Detachment. The time frame required to complete this check will vary, depending on workload and available resources.
- 4 The Completed Police Records Check will only be provided to the person named. Suitable identification will be required. In unusual circumstances, other arrangements may be made, but must be accompanied by written authorization from the applicant.

SECTION 1: (To be completed by all applicants) Please Print:

SURNAME: _____ MAIDEN NAME: _____

GIVEN NAMES: _____
First Second Third

SEX: M F

DATE OF BIRTH: _____ PLACE OF BIRTH: _____
Year Month Day

STREET ADDRESS: _____

MAILING ADDRESS (including postal code): _____

LIST ALL PREVIOUS ADDRESSES (IF DIFFERENT FROM ABOVE):

- 1) _____ FROM: _____ TO: _____
- 2) _____ FROM: _____ TO: _____
- 3) _____ FROM: _____ TO: _____

HOME PHONE _____ WORK PHONE NUMBER _____

CELL PHONE _____

IF YOU ANSWER YES TO ANY OF THE FOLLOWING QUESTIONS, PLEASE ATTACH DETAILS.

1. Have you ever been convicted of any offence in Canada or the United States, for which a pardon has not been granted?

YES NO

2. Have you ever changed your name?

YES NO

3. Have you ever been prohibited by any court from possessing any firearm, ammunition or explosive substance?

YES NO

WHAT TYPE OF EMPLOYMENT OR VOLUNTEER WORK ARE YOU APPLYING FOR?

CONSENT AND WAIVER:

- a) I hereby request that a search be conducted of the records of the Royal Canadian Mounted Police to determine if there are any criminal convictions or criminal findings of guilt related to myself in these records. I hereby consent to the disclosure of any and all information resulting for this check.
- b) I hereby agree that no liability attaches to the Royal Canadian Mounted Police in relation to this record search. I further agree that the Royal Canadian Mounted Police is not responsible for any inaccuracies that may result from this search.

APPLICANT'S SIGNATURE: _____

DATE: _____

VULNERABLE SECTOR CHECK

SECTION 2: (VOLUNTEERS AND PERSONS WORKING WITH CHILDREN, ELDERLY, ETC.)

This Section is to be completed by those applying to work or volunteer with agencies or groups dealing with children or young persons (under 18 years), elderly, individuals with special physically or mental health needs.

Name of Agency or Group: _____

Contact Person: _____ Telephone No.: _____

Position applying for: _____

In making this application for a Police Records Check under this Section, I agree to allow the Royal Canadian Mounted Police to:

- (a) extend the search to include current investigations and present and pending charges;
- (b) notify the institution or agency of any ineligibility to obtain a Police Records Check, and
- (c) notify the agency or group representative of any present or pending charges against me:

APPLICANT'S SIGNATURE: _____ DATE: _____

SIGNATURE OF AGENCY REPRESENTATIVE: _____

CONSENT FOR A CRIMINAL RECORD CHECK FOR A SEXUAL OFFENCE FOR WHICH A PARDON HAS BEEN GRANTED OR ISSUED:

(NOTE: This section is to be completed by a person applying for a position with a person or organization responsible for the well-being of one or more children or vulnerable person, if the position is a position of authority or trust relative to those children or vulnerable persons and the applicant wishes to consent to a search being made in criminal conviction records to determine if the applicant has been convicted of a sexual offence listed in the schedule to the Criminal Records Act and has been pardoned.)

CONSENT

I consent to a search being made in the automated criminal records retrieval system maintained by the Royal Canadian Mounted Police to find out if I have been convicted of, and been granted a pardon for, any of the sexual offences that are listed in the schedule to the Criminal Records Act.

I understand that, as a result of giving this consent, if I am suspected of being the person named in a criminal record for one of the sexual offences listed in the schedule to the Criminal Records Act in respect of which a pardon was granted or issued, that record may be provided by the Commissioner of the Royal Canadian Mounted Police to the Solicitor General of Canada, who may then disclose all or part of the information contained in that record to a police force or other authorized body. That police force or authorized body will then disclose that information to me. If I further consent in writing to disclosure of that information to the person or organization referred to above that requested the verification, that information will be disclosed to that person or organization.

APPLICANT'S SIGNATURE: _____ DATE: _____

OFFICE USE ONLY

- COURT CHECK: CPIC CHECK: PROS/PIRS CHECK: OTHER CHECKS: (_____)
- CERTIFICATE COMPLETED: LETTER SENT: AGENCY ADVISED:

SIGNATURE OF PERSON COMPLETING CHECK: _____ DATE: _____

RCMP GRC BD383Ae (2009-02)

ANNEX C

**AGREEMENT TO COMPLY WITH THE PROTOCOL ON MALTREATMENT
AND THE PROMOTION OF RESPECTFUL RELATIONSHIPS**

PARISH/ORGANIZATION:

COMMITTEE/MINISTRY/POSITION:

NAME:

DECLARATION:

I have read the *Protocol on Maltreatment and the Promotion of Respectful Relationships* of the Diocese of Central Newfoundland and agree to comply with the Protocol.

I have received a copy of the *Protocol on Maltreatment and the Promotion of Respectful Relationships* of the Diocese of Central Newfoundland.

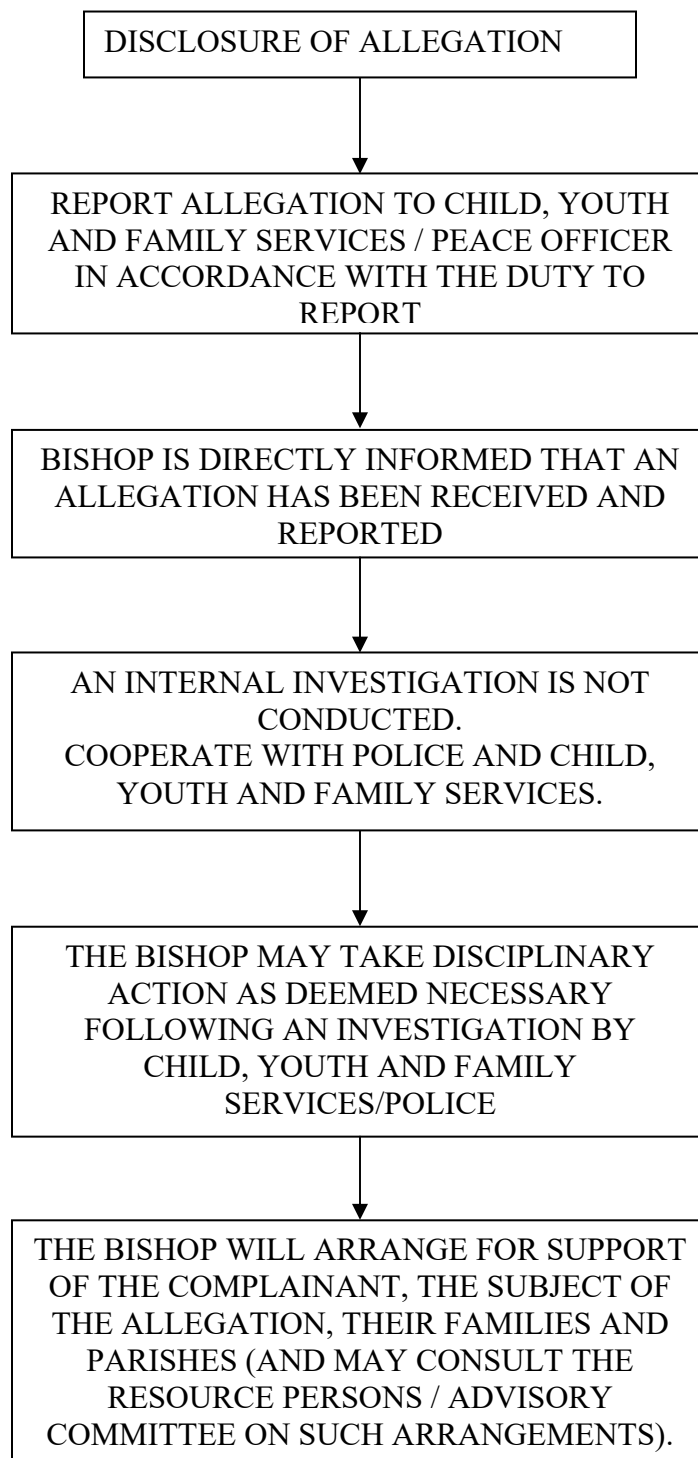
Signature

Date

Note: A copy of this document is to be held on file at Synod Office in the case of clergy or Diocesan employees and volunteers. A copy of this document is to be held on file at the parish in the case of parish employees and volunteers.

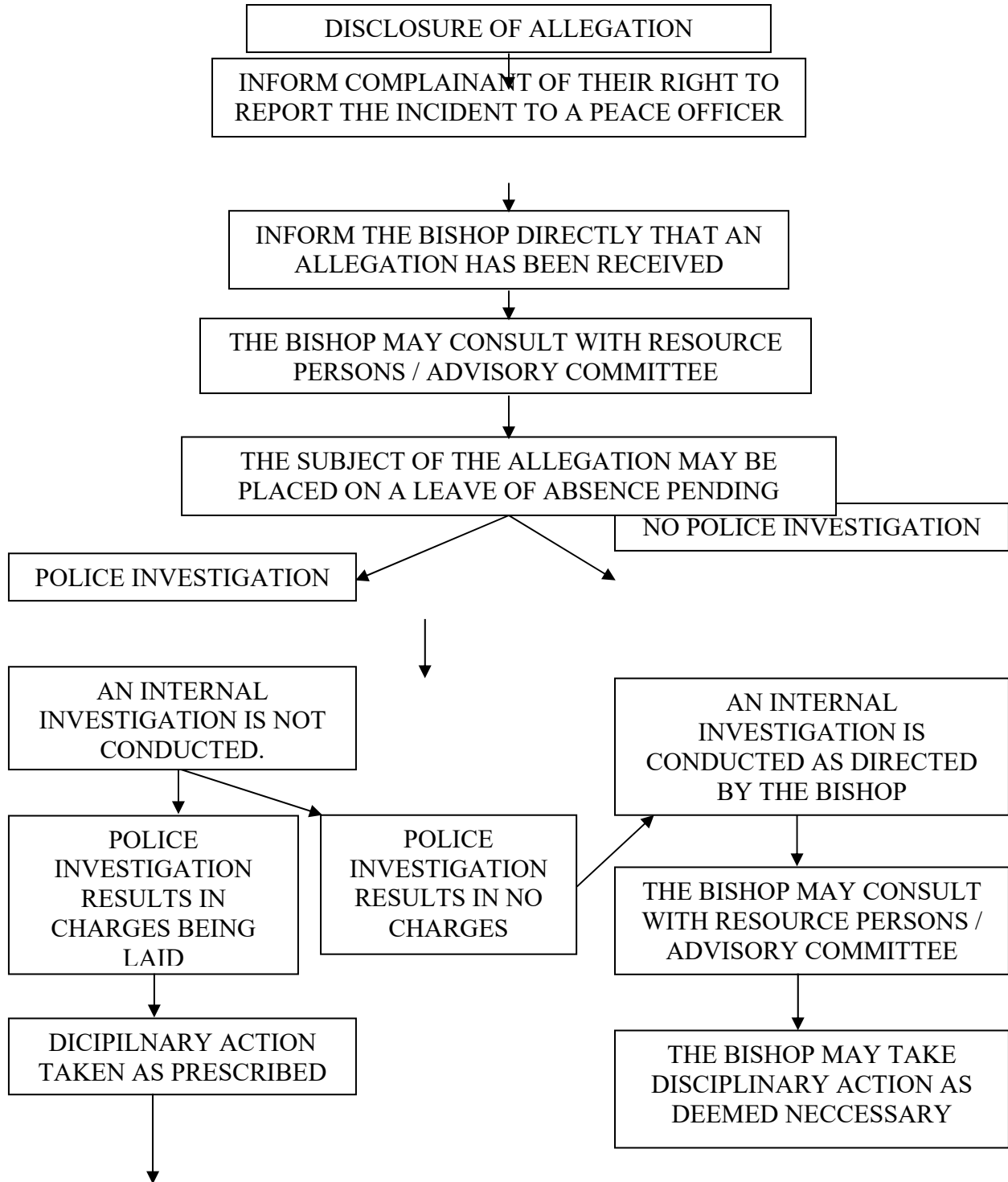
ANNEX D

**PROCEDURES FOR AN ALLEGATION INVOLVING
THE MALTREATMENT OF A CHILD**



ANNEX E

**PROCEDURES FOR AN ALLEGATION INVOLVING
THE MALTREATMENT OF AN ADULT**





BISHOP WILL ARRANGE FOR SUPPORT OF THE COMPLAINANT, THE SUBJECT OF THE ALLEGATION, THEIR FAMILIES AND PARISHES (AND MAY CONSULT THE RESOURCE PERSONS / ADVISORY COMMITTEE ON SUCH ARRANGEMENTS).