Introduction: Safe Environment

Knowledge
Background History
United States Bishop’s Charter for the Protection of Children and Young People
Diocese of Fargo’s Code of Conduct
Neglect and Abuse
- Spiritual Harm
Definitions and Indicators of Concerns
- Physical Neglect & Abuse
- Emotional Neglect & Abuse
- Medical Neglect & Abuse
- Educational Neglect & Abuse
- Sexual Abuse

S.A.F.E. Care
– Providing a Safe Environment
In establishing an environment, the adult is responsible for setting appropriate boundaries

S - Safety First: adults need to be open and transparent
A - Appropriate Adult Interactions
F - Fundamentals
E - Emphasis on Minor’s Needs

Ministry Roles:
- “Trusted Adult” (a term from Circle of Grace curriculum)
- “Church Worker” (Diocese of Fargo’s Code of Conduct)

Before a church worker begins employment or a volunteer begins work, the following must be on file in the parish:
1. Background Evaluation
2. Signature page from the Diocese of Fargo Code of Conduct
3. Signature page for Circle of Care video training
4. Notice of Eligibility (sent to the parish from the Diocese of Fargo)
Circle of Grace: Safe Environment Curriculum for grades K – 12
Framework and language for children to voice safety concerns to trusted adults.

Circle of Grace is more than your personal space. It is:
- The love and goodness of God that surrounds us
- God is with us always and is there to help us in difficult situations
- It holds who we are in our body and through our senses. It includes our very essence in mind, heart, soul, and sexuality.

Levels of Boundaries
- Familial: Healthy Relationships and Indicators of Concerns
- Personal: Healthy Relationships and Indicators of Concerns
- Institutional/Community – this is where we in the role of ‘Church worker’ fall

N.O.T.I.C.E. Care
- Boundaries Gone Wrong!
  N - Non-Transparent
  O - Over-Involvement
  T - Telltale Behaviors
  I - Inappropriate Interest
  C - Chips Away at Safety Guards
  E - Engages minors in inappropriate adult behaviors / conversation

A.C.T.I.O.N. Care
- Dealing with Sensitive Situations
  A - Attentive to Child / Youth
  C - Contact and Collaborate
  T - Trust Your Instincts
  I - Inform Authorities / Key Personnel
  O - Other Resources
  N - Note Observations / Statements

Report if you have reasonable cause that abuse or neglect has occurred

ND law says that the initial report may be orally. The Diocese of Fargo’s Code of Conduct requires that a written report is submitted. Use “Appendix C” in the Code of Conduct.

Do Not Delay Reporting!
North Dakota Department of Human Services: 1-800-472-2622

Diocesan Resources:
Diocesan of Fargo Victim Assistance Coordinator: 701-356-7965
VictimAssistance@fargodiocese.org

Report of abuse or suspicion of abuse by clergy or church worker must be made to the Vicar for Clergy: 701-356-7945