



The Diocese of Knoxville

Living our Roman Catholic faith in East Tennessee

FREQUENTLY ASKED QUESTIONS

The Diocese of Knoxville's Safe Environment policies are in conformance with requirements of the United States Conference of Catholic Bishops and the federal Fair Credit Reporting Act, which governs the use of background checks.

1. Who must comply with the Safe Environment Program?

All employees and volunteers must be in full compliance of the Safe Environment Program. Volunteers are defined as those who have the opportunity to be alone with or in proximity to either a minor (below 18 years of age) or a vulnerable adult. Examples could include:

- Catechists
- Choir Members
- Extraordinary Ministers
- Ushers
- Youth Ministers and Coordinators
- Interns and Students over the age of 18
- Teachers
- Chaperones
- Scout Leaders and Volunteers
- Coaches
- Drivers
- Others in similar capacities, i.e., those who have the opportunity be alone with or in proximity to either a minor (below 18 years of age) or a vulnerable adult



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2. Do diocesan and church employees or contract service staff have to be in compliance with the Diocese of Knoxville Safe Environment policy even if their responsibilities do not involve regular contact with minors or vulnerable adults?
 - Yes. Although these individuals may not be involved on a regular basis with minors, their presence in the Church or diocese implies trust and recognition, simply by their involvement with the parish or diocese. In view of this implied trust, background checks are required for them.

3. How often do I have to recertify my training?
 - A full recertification and new background check is required every 5 years. Employees and volunteers must review and acknowledge the Diocese of Knoxville's Policy and Procedures Relating to Sexual Misconduct as well as watch a short training video annually.