

The Diocese of Knoxville

Living our Roman Catholic faith in East Tennessee

SAFE ENVIRONMENT PROGRAM

Welcome and thank you for working and/or volunteering with an organization in the Roman Catholic Diocese of Knoxville.

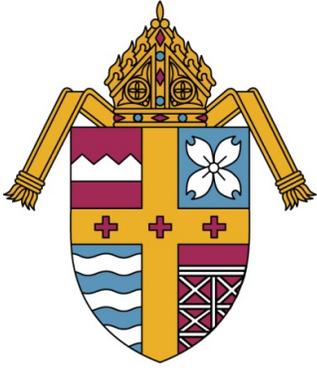
Effective July 1, 2020, the Diocese of Knoxville has implemented the CMG Connect platform to administer the Safe Environment Program, which replaces the former Safe Environment Program (VIRTUS “Protecting God’s Children”).

CMG connect is a new web-based platform that will assist us to ensure that all employees and volunteers who are in a position of trust with children and vulnerable adults within our schools and parishes are trained to recognize behavior patterns of potential abusers and provide pro-active measures for preventing abuse in any context.

“Safe Haven-It’s Up to You” is a three part video which provides vignettes of real-life situations to educate the viewer about methods of grooming, desensitization, bullying and neglect, all of which can lead to abuse. Each part of the video is immediately followed by a brief questionnaire to further develop understanding.

Education is a key element of the Safe Environment program. All clergy, employees, contracted school personnel, volunteers, members of groups, and organizations over the age of 18, who work, volunteer or participate in any capacity are required to complete the Diocesan Safe Environment Training and a criminal background check before they may begin employment, volunteer, or participate with ministries, groups, and organizations.

In addition, the mandatory renewal training must be completed every 5 years and a new background check submitted before the 5 year expiration of prior training. The Diocese



The Diocese of Knoxville

Living our Roman Catholic faith in East Tennessee

of Knoxville Safe Environment compliance training and renewal training is a condition of employment and for volunteer ministry in the Diocese of Knoxville.

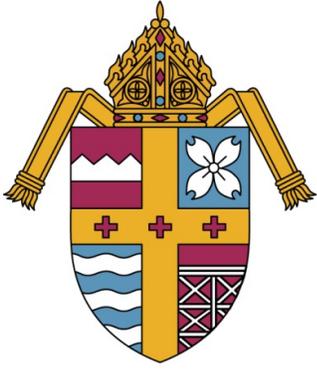
The CMG Connect platform contains all three elements of the Diocese of Knoxville's Safe Environment Program:

1. Annual review of the Diocese of Knoxville's Policy and Procedures Relating to Sexual Misconduct
2. CMG Connect Safe Haven training program to be completed every 5 years
3. Criminal Background Check to be completed every 5 years

In compliance with the Diocese of Knoxville's Safe Environment Program, all affiliates require that volunteers and employees complete the following requirements prior to working and/or volunteering in a parish, school, The Paraclete or through Catholic Charities and/or St. Mary's Legacy Clinic.

To register for the program, please go to <https://knoxville.cmgconnect.org/> and create an account. Please select an item below for specific instructions on how to register depending on the role you are fulfilling in your diocesan location:

- Employee with no financial responsibilities
- Employee with financial responsibilities/Priest/Deacon/Religious
- Volunteer with no financial responsibilities
- Financial Volunteer (Money counter, Bookkeeper, etc.)



The Diocese of Knoxville

Living our Roman Catholic faith in East Tennessee

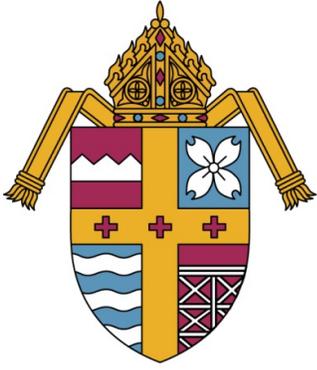
FREQUENTLY ASKED QUESTIONS

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



The Diocese of Knoxville

Living our Roman Catholic faith in East Tennessee

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.