

Seminary of Christ the King Policy on Sexual Misconduct

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A. Introduction

In keeping with the Church's teaching and mission, the Seminary of Christ the King believes that the effective protection of minors and vulnerable adults, as well as a pastoral concern for their human and spiritual development, are integral to the Gospel message as taught by the Seminary. Since the Seminary is the official Vancouver Archdiocesan Seminary, it is natural that its policy will repeat some of the Archdiocesan Policy on Safe Environment.¹

The procedures outlined in this Policy are aimed at promoting the protection of minors and vulnerable adults in harmony with the Church's nature. These procedures are also intended to repair any harm done, to show compassion to victims, to ensure justice for all, and to prevent, by every possible means, the recurrence of such incidents in the future. In the words of Benedict XVI, the safeguarding of minors requires us "to establish the truth of what happened in the past, to take whatever steps are necessary to prevent it from occurring again, to ensure that the principles of justice are fully respected and, above all, to bring healing to the victims and to all those affected by these egregious crimes" (Address to the Irish Bishops [28 October 2006]).²

This Policy and its procedures address three matters to be attended to whenever an incident involves alleged sexual misconduct. First, they provide procedures for the reporting and investigation of such misconduct. Second, they protect the rights of all the faithful as guaranteed by the Code of Canon Law (cf. canons 96 and 208ff). Finally, they explain how the Seminary will deal with allegations without prejudice to the civil law and its formal processes. The procedures outlined call for an immediate response when information concerning alleged sexual misconduct against a minor or vulnerable adult is received. They respect and include the observance of the requirements of civil and criminal law. The Seminary of Christ the King also follows the canonical procedures that are outlined in the penal process of the Code of Canon Law (Cf. Book VII, part IV).

B. Scope of Policy

- Institution Sexual Misconduct Policies
- Response Procedures and Protocols.
- Education, Awareness and Prevention.

¹ Archdiocese of Vancouver, *Policy on Sexual Misconduct by Clergy*, April 8, 2018; <http://rcav.org/policy-documents/safe-environment/Policy-on-Sexual-Misconduct-by-Clergy-2017-08Aug-28.pdf>

² Benedict XVI, *Address to the Irish Bishops*, 28 October, 2006: http://w2.vatican.va/content/benedict-xvi/en/speeches/2006/october/documents/hf_ben-xvi_spe_20061028_ad-limina-ireland.html

C. Policy Statement

Sexual misconduct is unacceptable and will not be tolerated by the Seminary of Christ the King. The Seminary's formal procedure for responding to incidents of sexual misconduct is set forth in this Policy. Furthermore, the Seminary will engage in public education and prevention activities, including specialized training of relevant campus leaders.

Determination of any applicable disciplinary action to be exercised where students are accused of committing acts of sexual misconduct shall be administered in accordance with this Policy.

D. Policy Objectives

- to take reasonable steps to create a safe environment within the Seminary community following the Archdiocesan Safe Environment guidelines³;
- to provide appropriate and timely assistance and support to students who are impacted by sexual misconduct;
- to provide procedural guidelines for responding to reports of sexual misconduct;
- to facilitate collaboration between relevant Seminary departments;
- to respond with appropriate sanctions against perpetrators.

E. Definitions of terms

Abbot (also the Chancellor): the religious superior duly elected, acknowledged in accordance with the Code of Canon Law and the Agreement between Westminster Abbey and the Archdiocese of Vancouver dated June 29, 2017, is responsible for the administration of Westminster Abbey and Seminary of Christ the King. He also has duties as Chancellor of the Seminary of Christ the King.

Advisory Committee for Sexual Misconduct: the group of qualified persons appointed by the Abbot to assist the Delegate or Deputy Delegate in assessing the legitimacy and nature of an allegation of sexual misconduct.

Archbishop: the Roman Catholic Archbishop of Vancouver appointed as such pursuant to the Canon Law of the Roman Catholic Church, or, in his absence or incapacity, the lawful administrator of the Archdiocese elected or appointed in accordance with the Code of Canon Law.

³ Archdiocese of Vancouver, *Policy on Sexual Misconduct by Clergy*, April 8, 2018; <http://rcav.org/policy-documents/safe-environment/Policy-on-Sexual-Misconduct-by-Clergy-2017-08Aug-28.pdf>

Archdiocese: the Roman Catholic Archdiocese of Vancouver, a voluntary association of the Roman Catholic faithful resident within the canonically defined territory of the Archdiocese under the governance of the Archbishop of Vancouver in accordance with the Code of Canon Law of the Roman Catholic Church.

Clergy: the ordained ministers-deacons, priests and bishops-of the Catholic Church. The singular form is “cleric”.

Code of Canon Law: the 1983 code of law governing the Latin Church, promulgated by St John Paul II in 1983. Individual laws are referred to as canons.

Complainant: the person who alleges having suffered because of sexual misconduct by a member of the Seminary faculty, staff, or student.

Delegate: the person appointed by the Abbot to deal with matters of sexual misconduct as described in this Policy. Depending on the circumstances of the case, the Delegate may convoke a meeting of the Advisory Committee for sexual misconduct and facilitate its work until the case is closed. The Delegate has the duty to keep the Abbot informed.

Deputy Delegate: the person appointed by the Abbot to assist the Delegate in the management of this Policy. In the absence or incapacity of the Delegate, the Deputy Delegate has the same role and functions as the Delegate.

Ecclesiastical Notary: the person named by ecclesiastical authority to authenticate ecclesiastical documents by his or her signature.

Faculties: the granting by a higher ecclesiastical authority to a priest or deacon of certain abilities and powers (e.g., to hear confessions).

Grooming: conduct that is designed to select and prepare potential victims for abuse.

Incardination: the action by which a cleric, at his diaconal ordination or by a decree thereafter, becomes affiliated with the Archdiocese and becomes subject to the Archbishop.

Minor (child): for the purposes of these procedures, a minor is any person under the age of 19, as defined by the Age of Majority Act of the Province of British Columbia.

Regular Ministry: by clergy present in the Archdiocese with a clerical assignment, or engaged in the usual, frequent or repeated exercise of clerical faculties or responsibilities, including visitors of more than two weeks cumulatively per annum.

Religious Community: an independent and self-governing Institute of Consecrated Life, Society of Apostolic Life, or Secular Institute that is recognized by the Catholic Church and governed by her laws.

Religious: Member of an officially recognized independent and self-governing Institute of Consecrated Life, Society of Apostolic Life, or Secular Institute that is recognized by the Catholic Church and governed by her laws.

Respondent: a person alleged to have committed an act of sexual misconduct.

Semblance of Truth: not necessarily believed true but objectively or reasonably possible, even if improbable, and without consideration of subjective elements in favour or to the contrary.

Seminary of Christ the King: An ecclesially and civilly erected institution specifically dedicated to the formation of Roman Catholic Clergy.

Sexual Misconduct: wrongful or illicit sexual or sexualized behaviour or communication, whether actual, threatened or attempted, and whether or not apparent harm arises from that conduct, including grooming and any act deemed a sexual offence according to Canon Law, the Criminal Code of Canada, or the law of the province or territory concerned; such behaviour is inclusive of improper electronic communications, possession of or dealing with pornographic materials depicting persons under the age of 18 and any form of sexual abuse.

Student: for the purposes of this Policy, means an individual who is registered in a course or program of study at the Seminary or who was so registered at the time an incident of sexual misconduct is alleged to have occurred.

Superior: the regional head of a Religious Community that is ministering to the faithful of the Archdiocese of Vancouver with the permission of the Archbishop.

Westminster Abbey (also Abbey): a Benedictine Religious Community of men of pontifical right within the Archdiocese of Vancouver who operate the Seminary of Christ the King.

F. General Provisions

1. The Abbot and Chancellor pledges to create, enforce, support, and maintain the means for preventing sexual misconduct and responding to complaints of abuse.
2. The special focus of this Policy is the protection of students who are minors and adults. It gives priority to creating a safe environment in any circumstances in which their protection is imperative.
3. Transparency, accountability and commitment to the truth are guiding principles of this Policy. Confidentiality and due process in this sensitive area are of utmost importance and must be protected, to the extent possible.

4. This Policy follows the newly released directives and recommendations provided by the Canadian Conference of Catholic Bishops (CCCCB)⁴. They also comply with *Normae de gravioribus delictis* (18 May 2001) and with the additional provisions of the Congregation for the Doctrine of the Faith in their *Circular Letter To Assist Episcopal Conferences in Developing Guidelines for Dealing With Cases Of Sexual Abuses Of Minors Perpetrated By Clerics* (3 May 2011), and with Canadian legislation.
5. The Abbot will appoint a Delegate to address issues related to sexual misconduct.
6. A Deputy Delegate should be appointed at the same time as the Delegate, and in the absence or incapacity of the Delegate, the Deputy Delegate has the same role and functions as the Delegate.
7. A Seminary Spokesperson shall be appointed for individual cases. The Seminary Spokesperson is responsible for relations with the media for all questions concerning allegations of sexual misconduct.
8. The Abbot will appoint an Advisory Committee for Sexual Misconduct which, under the authority of the Delegate, is to assist the Delegate in matters relating to the prevention of sexual misconduct and in responding to allegations of sexual misconduct.
9. The Advisory Committee is also mandated to provide advice on the preparation and updating of the procedures relating to sexual misconduct, as well as their interpretation and proper application and shall conduct a comprehensive review of these procedures every four years.
10. At least once per year, the Abbot will meet with his Delegate, Deputy Delegate, and the Advisory Committee to review this Policy. Amendments to this Policy may be proposed at any time by this group. They take effect only after approval by the Abbot.
11. Information contained in this Policy is public. In addition to members of the Abbey, all those engaged in ministry at the Seminary of Christ the King must familiarize themselves with this document. Volunteer faculty and the support staff of the Seminary are among those included.
12. Upon receipt of an originating complaint the Delegate shall immediately open a case file with a unique file number. A complete written record of the allegation(s) of sexual misconduct and of all steps taken from the moment the allegation was first received until the matter is finalized is to be maintained permanently in it. Records should not be altered or destroyed, even subsequent to the death of the respondent, notwithstanding canon 489 §2. The record may be used to show that procedure was followed, that the

⁴ Cf. Canadian Conference of Catholic Bishops, *Moving Towards Healing and Renewal – The Canadian Experience: Guidelines, Recommendations and Commitments for the Protection of Minors and the Prevention of Sexual Abuse of Minors*, Plenary Assembly (26-30 September 2016), Part Two, 2.1.2.

complainant was treated fairly, and that the respondent's civil and canonical rights were respected. Care is to be taken to protect the confidentiality of such documentation.

13. A newly elected Abbot, with the assistance of the Delegate, shall acquaint himself with all allegations of sexual misconduct allegedly or actually perpetrated at the Seminary by any member of the Abbey personnel, volunteer faculty, including visiting clergy, employees and volunteers.

G. Clergy, Religious and Laity

1. A Criminal Record Check with a Vulnerable Sector Search is required for all priests, religious, and deacons before they undertake regular ministry in the Archdiocese of Vancouver. If any of these is serving at the Seminary, he shall familiarise himself with this Seminary of Christ the King Policy on Sexual Misconduct and the accompanying Seminary Personnel Agreement. He is responsible for reviewing it on an annual basis. His Record Check and Code of Conduct shall be renewed every five years.
2. Clergy and religious formation and professional development shall be provided on a continuing basis including attending the Archdiocesan Safe Environment training seminar offered annually.
3. When a priest or deacon of the Abbey is ministering outside the Archdiocese and becomes the subject of an allegation of sexual misconduct, the Abbot will notify the local Bishop or Major Superior that an allegation has been made against that priest or deacon presently serving within his jurisdiction.
4. Clergy and religious from other dioceses and Religious Communities in Canada will not be accepted for regular ministry at the Seminary of Christ the King, which functions in the Archdiocese of Vancouver, until a Statement of Suitability is received from the Bishop or Major Superior of their respective Religious Community or Diocese, along with a Criminal Record Check with a Vulnerable Sector Search. Clergy from outside of Canada must have their Bishop or Major Superior provide a Statement of Suitability and a Criminal Record Check with a Vulnerable Sector Search, or the equivalent (and, if possible, an Interpol check) prior to their arrival in Canada.
5. Lay men and women who are voluntary faculty or support staff at the Seminary and have contact with minors must have a current Criminal Record Check with a Vulnerable Sector Search before beginning employment at the Abbey or Seminary. The Record Check shall be renewed every five years. In addition, these lay men and women shall read, sign and provide the requisite Seminary Personnel Agreement.
6. A cleric or religious from another Diocese, Eparchy, or Religious Community who is the subject of a pending or a confirmed allegation of sexual misconduct will not be admitted for ministry in the Archdiocese of Vancouver and hence at the Seminary of Christ the King.

H. Candidates for Ordained Ministry

1. As required by the Office of Vocations and Seminarians of the Archdiocese of Vancouver, all potential seminarians undergo psychological screening before acceptance as candidates for the priesthood. In addition, regular evaluations of maturity and commitment to celibacy, as well as education about maintaining appropriate boundaries, are an integral part of the formation process throughout the candidates' years of training and study. A formal assessment of the progress and development of the candidate in these areas is required at the completion of each year of formation and prior to Ordination.
2. A Criminal Record Check with a Vulnerable Sector Search is required by the Archdiocese for all candidates prior to beginning their studies for ordained ministry.

I. Reporting Procedure for Sexual Misconduct Perpetrated Against Minors

1. Any person, including a member of the clergy, a member of the Seminary Faculty, an employee, a volunteer at the Seminary, or a student who has reasonable grounds to suspect that any person under 19 years of age is in need of protection due to abuse or neglect, or who receives an allegation of such by any person, has an obligation to report it. Reports may be made to a child welfare worker by phoning 1-800-663-9122 (a provincial child-abuse hotline) at any hour.
2. Any person who is informed about an allegation of sexual misconduct perpetrated against a minor at the Seminary must immediately report the allegation to the Abbot's Delegate or Deputy Delegate, or a designated contact person.
3. Reports of sexual misconduct by a member of the clergy of the Archdiocese ministering at the Seminary can be made directly to the Archdiocese through its offices at 4885 St. John Paul II Way, Vancouver, BC, VSZ OG3, or by telephone at 604-683-0281. Such a report should be made to the Archbishop's Delegate or Deputy Delegate, or a designated contact person.
4. In such an event it is expected that the Archbishop's Delegate or Deputy Delegate, or a designated contact person will also contact the Abbot's Delegate or Deputy Delegate, or a designated contact person at the Seminary of Christ the King.
5. All members of the clergy incardinated in, ministering in, or who ministered at a time relevant to an allegation at the Seminary, in the Archdiocese of Vancouver, who become aware of an actual or potential allegation against themselves of sexual misconduct, must notify the Archbishop's delegate of the same together with any contact information he may have for the complainant, investigating body or any other known intermediary. Such bare notice shall not constitute an admission of misconduct. The right to dispute or defend against the allegation is preserved unless expressly waived by the respondent.

6. If the complainant is a legal minor then a parent or legal guardian must be notified and kept informed unless, and upon the Abbey's solicitor's advice, there is an overriding reason not to.
7. The Seminary will listen attentively to complainants and their families and always treat them with dignity and respect. This includes acknowledgement of an originating complaint given as soon as possible, no later than by the end of the following business day, and timely substantive communication thereafter.
8. The Seminary will also fully comply with the reporting obligations imposed by civil law, cooperate with the police, and not interfere with their investigation.
9. Upon receiving the report of an allegation which may have a semblance of truth, the duly appointed Delegate, accompanied by a Deputy Delegate, if the Delegate judges it opportune, meets with the complainant and with the respondent, in that order.
10. If the named respondent has died or is otherwise incapacitated at the time of the complaint, or at any relevant time thereafter, the Delegate shall apprise his executor or personal representative, if there be one, of the complaint and continue the process. If there be no one willing or available to protect the reputation or rightful interest of the respondent or his estate the Abbot, in consultation with the Abbey's solicitor, may appoint a suitable person for the limited purpose of ensuring a full and fair exposition of the facts and issues of the complaint and its resolution within the scope of this Policy.
11. In the first meeting with the complainant, if the situation does not require mandatory reporting to the civil authorities, the Delegate will nevertheless advise the complainant of his or her right to contact the police and other civil authorities at any time.
12. After the meeting, the Delegate will immediately report to the Abbot. If the Abbot determines that an allegation has at least the semblance of truth, he is to initiate opening a preliminary investigation. The Delegate or another person will be duly appointed to investigate the allegation.
13. The Delegate will decide whether the circumstances indicate that calling a meeting of the Advisory Committee is required.
14. It is preferable that a complaint be made in writing, signed by the complainant, dated, and then signed by the Abbot.
15. If the complaint is reported anonymously, it will be investigated to the extent possible.
16. Even if the allegation is not made public, all necessary persons need to be aware of sufficient facts to prevent any similar or further risk.

17. It may not be possible to provide all information because of the involvement of law enforcement officials, or a complainant's request for anonymity or confidentiality.
18. Should a complainant seek, temporarily or in any final agreement, a confidentiality provision, it is to be absolutely clear that this would be entered into only at his or her request, with the representation of an independent legal counsel, and with the understanding that such an agreement in no way attempts to limit any rights of the complainant flowing from criminal law.

J. The Investigation of Sexual Misconduct Perpetrated Against Minors

1. The Delegate may act personally or through the Deputy Delegate.
2. The Delegate will seek legal counsel from the Abbey's solicitor in all cases.
3. When a preliminary inquiry has been decreed, the Abbot's Delegate, or other person if so appointed, will immediately inquire into the allegation as a matter of urgent priority. He will inquire carefully about the facts and the circumstances and present his findings to the Abbot who will decide on the next course of action. Care is to be taken that this does not violate the privacy of the complainant or call into question anyone's good name.
4. If the matter is before the courts, the Abbot may suspend the investigation. A formal canonical inquiry, which may be deferred until after any criminal and civil proceedings have been concluded, shall otherwise proceed in a timely manner. The Delegate may incorporate into the canonical inquiry relevant information and evidence obtained in any court process.
5. When the preliminary investigation has been completed, if the respondent is a cleric, the Abbot will notify the Congregation for the Doctrine of the Faith of all reportable findings of fact and any determination regarding culpability as soon as possible.

K. Care for Complainants

1. When a complaint is made, and found to have a semblance of truth, the Abbot's Delegate may recommend that individualized support be made available to the complainant immediately. The Seminary will offer the services of qualified persons to give spiritual and psychological assistance to the complainant and his or her family.
2. Such support does not entail meetings with a legal minor who is a complainant unless proper authorization is obtained from the parents or guardians and, if necessary or advisable, from the police or civil authorities.
3. If the allegation is found to be false, the Delegate may terminate the support immediately.

4. Help offered out of pastoral concern for the complainant is intended to be without prejudgment of the allegation and without prejudice to any future civil actions. This should be communicated by the Abbot's Delegate to the relevant parties.
5. The Abbot, or his Delegate, shall offer to the complainant, and those directly adversely affected, a proper, sincere and meaningful apology at the earliest advisable opportunity after any determination of serious misconduct or other significant wrongdoing, in keeping with the spirit of this section and provisions of the Apology Act of British Columbia.

L. Relations with the Respondent

1. The respondent is presumed to be innocent until proven guilty. The fact that either formal or informal procedures have been initiated does not create an inference of guilt. The application of this Policy will be such that the good name of the respondent is protected, to the extent possible, since an allegation may be unfounded.
2. A respondent's right of defence is of great importance. The respondent has the right to be notified of the allegation, the evidence, and to be given the opportunity for defence and to respond to the allegation.
3. If the allegation of sexual misconduct is brought against one of the religious of the Community, the Abbot – with the advice of the Abbot's Delegate and the Advisory Committee on Sexual Misconduct – shall place the person on administrative leave immediately.
4. While on leave, the respondent is provided with sustenance in accordance with the Code of Canon Law and may be offered therapeutic treatment and pastoral assistance that is reasonably requested. The respondent may be assigned to a residence, or restricted as to residence, during the investigation. The Abbot may take other measures that he deems appropriate in order to protect the freedom of witnesses and safeguard the course of justice.
5. Unless truly exceptional circumstances exist, and are acknowledged by the Abbot and the Advisory Committee, a respondent who admits or is found to be culpable of behaviour constituting sexual misconduct will not return to ministry, and the penalty may include dismissal from the clerical and religious state, in accordance with the Code of Canon Law.
6. If all criminal charges against the respondent are stayed or he is found not guilty in a criminal trial, and if no culpability for behaviour constituting sexual misconduct is assessed in a civil action, the Abbot, with the help of the Advisory Committee and the Archbishop's Delegate, will carefully review the matter of the cleric or religious' future.
7. The aforementioned review is to be in camera and will determine:

- a. if there exists sufficient credible evidence of sexual misconduct by the respondent, or justifying for some other reason, that he may or may not be allowed to return to ministry,
 - b. on the available evidence, if any limitations or conditions on a return to ministry may be in the best interest of the respondent or other parties concerned or may be otherwise appropriate, and
 - c. how best to assist the respondent in any return to ministry including the restoration of his reputation if falsely accused.
8. The Respondent may be invited by the Delegate to address specific questions or issues arising, or the matters generally, and such responses shall be considered confidential during the review and be retained in the permanent record.

M. Additional Provisions

1. In all cases and without exception, the Seal of the Sacrament of Confession is inviolable. However, the penitent should be strongly encouraged by the confessor to report an allegation of misconduct outside the confessional to civil and Church authorities.
2. The Abbot, the Delegate, a Deputy Delegate, or any other priest involved in a case pursuant to this Policy and procedure shall not hear the sacramental Confession of the complainant or the respondent.

N. Investigation of Sexual Misconduct Perpetrated Against Adults

1. Any allegation of sexual misconduct perpetrated against an adult is to be reported to the Delegate or Deputy Delegate.
2. In the first meeting with the complainant, the Delegate will advise the complainant of his or her right to contact the police and other civil authorities at any time.
3. After the meeting, the Delegate will immediately report to the Abbot. If the Abbot determines that an allegation has at least the semblance of truth, he is to initiate a preliminary investigation. The Delegate or another person will be duly appointed to investigate the allegation.
4. After the investigation, if there is moral certainty that an offence has been committed, a penalty is issued by the Abbot.

Appendix I: Obligation to Report

The duty to report is contained in Part 3, Division 1, section 14, subsections 1 to 5 thereof, of the Child, Family and Community Service Act⁵ which is quoted as follows:

“14.

- (1) A person who has reason to believe that a child needs protection under section 13 must promptly report the matter to a director or a person designated by a director.
- (2) Subsection (1) applies even if the information on which the belief is based
 - a. is privileged, except as a result of a solicitor-client relationship, or
 - b. is confidential and its disclosure is prohibited under another Act.
- (3) A person who contravenes subsection (1) commits an offence.
- (4) A person who knowingly reports to a director, or a person designated by a director, false information that a child needs protection commits an offence.
- (5) No action for damages may be brought against a person for reporting information under this section unless the person knowingly reported false information.”
 - a. A director means a person designated by the Minister under section 91.
 - b. In section 13 of the statute, "needs protection" is defined as follows:

“13.

- (1) A child needs protection in the following circumstances:
 - (a) if the child has been, or is likely to be, physically harmed by the child's parent;
 - (b) if the child has been, or is likely to be, sexually abused or exploited by the child's parent;
 - (c) if the child has been, or is likely to be, physically harmed, sexually abused or sexually exploited by another person and if the child's parent is unwilling or unable to protect the child;
 - (d) if the child has been, or is likely to be, physically harmed because of neglect by the child's parent;
 - (e) if the child is emotionally harmed by the parent's conduct;
 - (f) if the child is deprived of necessary health care;
 - (g) if the child's development is likely to be seriously impaired by a treatable condition and the child's parent refuses to provide or consent to treatment;
 - (h) if the child's parent is unable or unwilling to care for the child and has not made adequate provision for the child's care;
 - (i) if the child is or has been absent from home in circumstances that endanger the child's safety or well-being;
 - (j) if the child's parent is dead and adequate provision has not been made for the child's care;

⁵ Cf. *Child, Family and Community Service Act*, RSC 1996, c. 46, 3.1.13: "When protection is needed" and 3.1.14: "Duty to report need for protection."

- (k) if the child has been abandoned and adequate provision has not been made for the child's care;
- (l) if the child is in the care of a director or another person by agreement and the child's parent is unwilling or unable to resume care when the agreement is no longer in force;

(1.1) For the purpose of subsection (1) (b) and (c) and section 14 (1)

- (a) but without limiting the meaning of 'sexually abused' or 'sexually exploited', a child has been or is likely to be sexually abused or sexually exploited if the child has been, or is likely to be,
 - (b) encouraged or helped to engage in prostitution, or
 - (c) coerced or inveigled into engaging in prostitution.

(2) For the purpose of subsection (1) (e), a child is emotionally harmed if the child demonstrates severe

- (a) anxiety,
- (b) depression,
- (c) withdrawal, or
- (d) self-destructive or aggressive behaviour."

Appendix II: Contact Resources

To report to the Ministry of Children and Family Development of British Columbia a child (anyone under the age of 19) in need of protection, due to abuse or neglect, please contact:

Helpline for Children

- 310-1234 (no area code needed)
- Monday-Friday: 4:30 pm-8:30 am, and
- All-day Saturday, Sunday, and on statutory holidays

After Hours Line

For emergencies outside office hours:

- Vancouver, North Shore, and Richmond: 604-660-4927
- Lower Mainland, Burnaby, Delta, Maple Ridge, Langley: 604-660-8180
- For anywhere in the province: 1-800-663-9122

Appendix III: Policy on Pastoral Conduct for Priests and Deacons

Please refer to the Archdiocese of Vancouver's Policy on Pastoral Conduct for Priests and Deacons for additional information.⁶

⁶ Archdiocese of Vancouver, *Policy on Pastoral Conduct for Priests and Deacons*, April 8, 2018; <http://rcav.org/policy-documents/personnel/Policy-on-Pastoral-Conduct-for-Priests-and-Deacons-2018-04Apr-08.pdf>.