

VIRAGE VICTIMES d'ABUS

PRÉVENTION - VIGILANCE - DIVULGATION



FOCUS ON THE VICTIMS OF ABUSE

PREVENTION - VIGILANCE - DISCLOSURE

**Awareness and Training Program: FOCUS ON THE VICTIMS OF ABUSE
VICTIM-CENTRED APPROACH
PREVENTION - VIGILANCE - DISCLOSURE**

**As part of the policy of the Office of Responsible Pastoral Ministry,
the awareness and training program of the Archdiocese of Montreal,
FOCUS ON THE VICTIMS OF ABUSE
is fundamental and essential.**

This communiqué is addressed to:

French-speaking Deaneries;
English-speaking Deaneries;
Cultural communities;
Priests and parish administrators; Vicars; Deacons;
LPAs (Lay Pastoral Agents); PCAs – Parish Catechetical Leaders;
Parish Pastoral Ministries;
Archdiocesan Staff (2000 Sherbrooke W.);
The Grand Séminaire de l'Archdiocèse de Montréal.

Responsible Pastoral Ministry includes any pastoral work dedicated to the prevention of abuse in any form: sexual, emotional, financial or physical, committed against any minor or vulnerable person, in order to protect the dignity and integrity of all persons, because they are made "in the image of God."

With the awareness of its duty to ensure the safety and integrity of those to whom it brings the Gospel message, the Archdiocese of Montreal recognizes as its objectives:

- the prevention of the mistreatment of vulnerable persons;
- the protection of all those involved in a recognized pastoral activity
- the preservation of the good name and reputation of the Catholic Church in the Diocese of Montreal;
- training and support to be provided to members of the clergy, staff and volunteers;
- reporting of any incidents involving alleged abuse, neglect and/or harm.

With these intentions, the Archdiocese of Montreal is implementing the "Awareness and Training Program, Focus on the Victims of Abuse" to promote awareness and provide training for clergy, staff and volunteers within the Church regarding the impact of abuse on victims and the importance of being vigilant and promptly reporting to the Ombudsman any behaviour or situation that is unacceptable or of concern.

All candidates for religious orders and all current personnel of diocesan institutions, whether clerical, pastoral or other staff, both salaried and volunteers, will receive this training, and all newly hired staff are likewise to take this training. The objectives of the program are to provide training concerning the policies and procedures of:

PREVENTION - VIGILANCE - DISCLOSURE.

Implementation of this awareness-raising and training program is pursuant to recommendations contained in the Capriolo Report.

The Purpose of the Program

The purpose of this program is to raise awareness in the Catholic Church of Montreal regarding the impact of abuse on victims and the importance of being vigilant and reporting any abusive behaviour.

General Objectives

To provide all persons involved in the Archdiocese of Montreal with training regarding abuse, whether spiritual, psychological, physical, financial or sexual, in order to prevent all forms of abuse in the Church.

To provide training on effective, transparent and supportive reporting policies and procedures and on protocols for processing complaints.

To that end, the modules will present participants with two main objectives:

- a. To raise awareness and provide more information about these different forms of abuse and their psychological, physical and spiritual consequences.

b. To develop the skills and capabilities to recognize signs of abuse, to invite victims to disclose instances of abuse, to promote reporting and to familiarize participants with the protocols for processing complaints.

Steps involved in the Awareness Program

Phase 1 - January 25 to May 20, 2022

Training is provided to the English- and French-speaking deaneries, to cultural communities, parish priests and administrators, vicars, deacons, retired priests, lay pastoral agents, parish catechetical leaders, parish coordinators in pastoral ministry and the Archdiocesan staff (2000 Sherbrooke W.) and the *Grand Séminaire de l'Archidiocèse de Montréal* (GSAM).

Phase 1 comprises four modules

➤ **Module 1: January 25 - February 18;**

"Abuse is not only sexual"

Specific points: Recognizing the different forms of abuse, learning their definitions and about frequency of occurrence, as well as the misconceptions surrounding them.

➤ **Module 2: February 22 – March 18;**

"Touch the heart"

Specific points: Understanding the various impacts of abuse (psychological, sexual, physical) on victims and their families.

➤ **Module 3: March 22 – April 22;**

"Red flags and disclosure"

Specific points: Recognizing red flags; "grooming"; the dangers associated with clericalism; welcoming disclosure.

➤ **Module 4: April 26 - 20 May 20;**

"The System for Treating Complaints and the Office of the Ombudsman"

Specific points: Understanding the procedure for processing complaints and the role of the Ombudsman.

Phase 2 – May 22 to December 16, 2022

Training in parishes will be organized and offered by the deaneries/parish priests/Fabrique presidents/ pastoral ministry Coordinators.

Training is provided for salaried and volunteer members in the parishes.

In collaboration with Pastoral Ministry.

Phase 3 - After December 16, 2022 and continuing

Training for newly hired salaried or volunteer members will be organized by the diocesan Coordinator and the parish coordinators of Responsible Pastoral Ministry and provided as needed.

In collaboration with Pastoral Ministry.

Archbishop of Montreal Christian Lépine has established a diocesan service responsible for implementing "Responsible Pastoral Ministry" with the following statement:

"It is our duty to ensure the well-being and safety of all those to whom we offer pastoral care. It is also our duty to ensure a safe and secure environment that is free of cause for suspicion for all those who work in our Church, whether they are priests or lay persons, salaried staff or volunteers.

Concerning the question of abuse in the Catholic Church, Archbishop Lépine stated: "No one must close their eyes and neglect their responsibility for any reason whatsoever." "On my watch, it is a matter of zero tolerance," said the Archbishop of Montreal.



Bishop Alain Faubert stated: "We denounce without reserve any form of physical, psychological or sexual violence." "We emphasize again our desire to get to the bottom of things in our quest for the truth and in order to renew our commitment that anyone who calls upon the Church should be welcomed with compassion and respect," continued Bishop Faubert.

Only awareness that is common to us all, that is rigorous, courageous and shared by all parties involved in the entire ecclesial community will be able to combat effectively the abuse of the vulnerable – abuse that continues to ravage so many lives, so many individual people and so many families.



At the end of Phase 2 and with the continuation of Phase 3, the FOCUS ON THE VICTIMS Awareness and Training Program will achieve its objectives, both general and specific.

Father,
we entrust to you all those who have suffered violence and aggression in the Church; may they always be able to depend on your help and our support. Grant that, in the image of your Son, we may take care of the smallest and the weakest, making our Church a "safe house."
Grant us your Spirit of humility to live in hope in the days ahead.
Amen †



"Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me. "
Matthew 25:40

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Sources:

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Press conference, Archdiocese of Montreal - May 5, 2021.
François Gloutnay in *Religion, Société*, February 19, 2021.
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