The Code of Conduct
Lines of Protection

Preventing risks to children requires numerous activities and procedures. All these lines of protection work together.

- Personnel screening
- Background checks
- Safe Environment Training
- Supervision
- Response and Reporting
The Solemn Promise

This is the reason for a Code of Conduct
If properly enforced, the Code of Conduct presents FORMIDABLE obstacles to predators!

We take you at your word!
The Code of Conduct clearly states that we all “solemnly promise” to abide by its requirements and to protect the children in our care.
Grooming Behavior

Grooming is a course of behavior, not isolated conduct. Predators invest a lot of time in gaining access to children.

• They strive to integrate into communities, to blend in and earn a level of trust; a process called grooming.

• Establishing procedures and practices that prevent “private time” stops predators’ ambitions.
Grooming Behavior

Predators don’t just groom intended victims, but the community around them as well.

- Predators notice AND IMITATE activities they can get away with
- Poor boundaries provide opportunities for grooming
- Proper boundaries make predators stand out
Adults bear the responsibility to ensure that their relationship with minors is clearly professional in nature and proper boundaries are consistently maintained.
Professional Boundaries prevent Grooming

By their very nature, grooming behaviors must violate professional boundaries. The Code of Conduct insists on strict boundaries to place obstacles in the groomer’s path.

There is a BIG difference between “being friendly” and being “friends”

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Friendly is fine.

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“Friends” is not fine.

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Keep the boundaries professional and appropriate to the relationship.
Keeping in Touch
Communicating in the Digital Age

- The use of a private email account to communicate with a minor is never permitted.

- Adults are permitted to have email communications with a group of minors, but only through an official email account of an Archdiocesan institution.

- Only matters relating to an official activity are communicated, and a proper professional relationship must be maintained at all times.

- The use of a private cell phone or text messaging a minor is never permitted, except if it is necessary for safety or during an official trip.
Predators almost always use social media to contact their potential victims.

Adults who use social media (e.g., Instagram, TikTok, Snapchat, Facebook) may not "friend" or “follow” any minor who is active in their institution or program.

Private messaging apps (Messenger, WhatsApp, TikTok) are not to be used for church/school functions.

Adults must serve as examples of Christian conduct and should not post inappropriate or indecent material on social media.
Moral and Legal Obligations

We all are committed to protecting minors.

The Archdiocese of New York:

- Reports all suspected cases of abuse or mistreatment of minors to civil authorities.
- Cooperates fully with any investigations by civil authorities.
- Guarantees “whistleblower protection” to anyone who reports an incident.
Whenever there is reasonable cause to believe that a child has been abused or maltreated, all Archdiocesan personnel shall:

• Make a report to the New York State Child Abuse Hotline (800-342-3720).
• If the child is in danger, call 911 immediately.
• Advise the person or their parent to report it to law enforcement. The Archdiocese will always make a report to law enforcement
• Notify the Safe Environment Office or the Office of Legal Affairs.

There is also an online form at the Archdiocese website to report any incident of sexual abuse by clergy: https://archny.org/report/
Mandated Reporters

• Some Archdiocesan staff are “mandated reporters” -- people required by law to report suspected or known instances of abuse or mistreatment.

• All mandated reporters receive training in their legal responsibilities.

• The Archdiocese supports all mandated reporters in fulfilling their legal duties.
Where To Find All the Specifics

All Archdiocesan Safe Environment policies can be found online. Go to our homepage, www.archny.org, and click the link in the upper right entitled “Child Protection.”

If you ever have questions or concerns, please feel free to contact us directly via phone (212-371-1000 ext. 2810) or email (safe@archny.org)

The Archdiocese of New York website can be found at:

https://archny.org/

Once there, click the “CHILD PROTECTION” link at the top right. Every time we mentioned that you would find it online, that’s where it is!
For all your work…
For all your ministry…
For your dedication…
And for all that you do for our children.

It Cannot Be Done Without You!

Thank you…Again…