

Diocese of Fargo

CIRCLE OF CARE OUTLINE TO ACCOMPANY THE DVD

Introduction: Safe Environment

Knowledge

Background History

United States Bishop's *Charter for the Protection of Children and Young People*

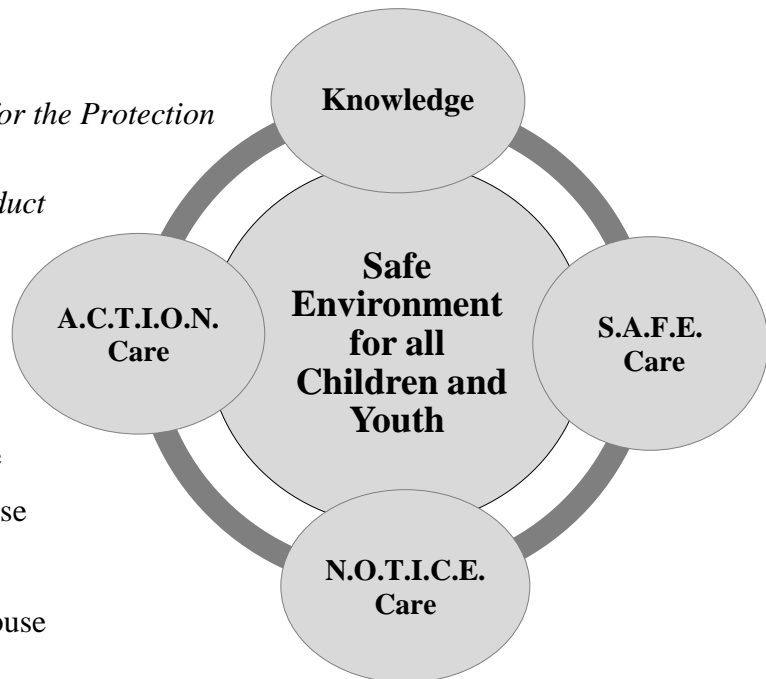
Diocese of Fargo's *Code of Conduct*

Neglect and Abuse

- Spiritual Harm

Definitions and Indicators of Concerns

- Physical Neglect & Abuse
- Emotional Neglect & Abuse
- Medical Neglect & Abuse
- Educational Neglect & Abuse
- Sexual Abuse



S.A.F.E. Care

– *Providing a Safe Environment*

In establishing an environment, the *adult* is responsible for setting appropriate boundaries

S - Safety First: adults need to be open and transparent

A - Appropriate Adult Interactions

F - Fundamentals

E - Emphasis on Minor's Needs

Ministry Roles:

- "Trusted Adult" (a term from *Circle of Grace* curriculum)
- "Church Worker" (Diocese of Fargo's *Code of Conduct*)

Before a church worker begins employment or a volunteer begins work, the following *must* be on file in the parish:

1. Background Evaluation
2. Signature page from the Diocese of Fargo *Code of Conduct*
3. Signature page for *Circle of Care* video training
4. Notice of Eligibility (sent to the parish from the Diocese of Fargo)

Circle of Grace: Safe Environment Curriculum for grades K – 12

Framework and language for children to voice safety concerns to trusted adults.

Circle of Grace is more than your personal space. It is:

- The love and goodness of God that surrounds us
- God is with us always and is there to help us in difficult situations
- It holds who we are in our body and through our senses. It includes our very essence in mind, heart, soul, and sexuality.

Levels of Boundaries

- Familial: Healthy Relationships and Indicators of Concerns
- Personal: Healthy Relationships and Indicators of Concerns
- Institutional/Community – this is where we in the role of ‘Church worker’ fall

N.O.T.I.C.E. Care

– ***Boundaries Gone Wrong!***

N - Non-Transparent

O - Over-Involvement

T - Telltale Behaviors

I - Inappropriate Interest

C - Chips Away at Safety Guards

E - Engages minors in inappropriate adult behaviors / conversation

A.C.T.I.O.N. Care

– ***Dealing with Sensitive Situations***

A - Attentive to Child / Youth

C - Contact and Collaborate

T - Trust Your Instincts

I - Inform Authorities / Key Personnel

O - Other Resources

N - Note Observations / Statements

Report if you have ***reasonable cause*** that abuse or neglect has occurred

ND law says that initial report may be orally. The Diocese of Fargo’s *Code of Conduct* requires that a written report is submitted. Use “Appendix C” in the *Code of Conduct*.

Do Not Delay Reporting!

North Dakota Department of Human Services: 1-800-472-2622

Diocesan Resources:

Diocesan of Fargo Victim Assistance Coordinator: 701-356-7965

VictimAssistance@fargodiocese.org

Report of abuse or suspicion of abuse by clergy or church worker must be made to the Vicar for Clergy: 701-356-7945