



Adult Misconduct Policies and Procedures

The Diocese of Reno is committed to addressing situations of misconduct especially by clergy who are rightfully held to a high moral standard as messengers of the Gospel. Such misconduct may include, but is not limited to, the following areas: Sexual (canons 1395, 1398), Financial (canons 1376), and Administrative Management (canons 1376, 1377, 1378).

An Adult Misconduct Review Board (AMRB) was established in early 2022 to assist and advise the Bishop of Reno in the handling of adult misconduct cases. The board meets on an ad-hoc basis according to need. The review board contains representative members of following areas of professional expertise:

- Legal
- Clergy
- Local Law Enforcement
- Federal Law Enforcement
- Therapeutic Counselling
- Judicial

While every case is unique, the following Summary of Procedures describes the general process to be followed:

1. **Preliminary Investigation:** When the Diocese or its agent becomes aware of a possible situation of misconduct, an initial inquiry is conducted to establish the facts of the case. This initial inquiry seeks to determine if any violations of diocesan policy may have occurred. If the situation is deemed “Credible” then the process continues to its conclusion.
2. **Ascertaining the Facts:** If warranted, the Diocese will follow up with a more thorough investigation to gain a more complete understanding of the situation. Should any illegal activity be discovered or reported during this investigation, local law enforcement will be notified *if that did not already happen at the initial inquiry*. Individuals who report or suspect any possible illegal activity will be encouraged to file a report with local law enforcement.
3. **Victim Assistance and Pastoral Care:** Any persons who may have been harmed by misconduct will be offered appropriate assistance to help them heal from their injury. This assistance may include counselling as approved the bishop or his designate.
4. **Pastoral Care for the Accused:** The clergy member who is accused will also be accompanied with appropriate pastoral care.

5. **Suspension or Limitation of Ministry:** Depending upon the facts of each situation, the Bishop may suspend or limit the ministry of a clergy member pending the final outcome.
6. **Civil Proceedings:** Should there be any civil inquiry or proceedings taking place (such as an investigation by law enforcement), the Bishop may postpone any final decision pending the outcome of the civil proceedings.
7. **Final Recommendation of the AMRB:** When the facts have been satisfactorily established and recommendations received regarding suitability for future ministry, the AMRB will meet to offer an opinion regarding the credibility of the allegation, the suitability of the cleric for future ministry, and any other recommendations it may have for the Bishop's consideration in determining the disposition of the case.

The Diocese of Reno will respect the legitimate right to privacy and good name of all parties throughout this process while also upholding the values of transparency, accountability and responsibility to the community.

The purpose of this process is to ascertain the truth, repair any damage caused, restore the legitimate standards of justice, and reform any offending individual. The Catholic Church believes in the power of redemption and seeks to assist all persons in the way of salvation in witness to the Gospel of Jesus Christ.