

**Our Lady of Peace Catholic Church**  
**Plan of Action to Prevent and Eliminate Child Sexual Abuse**  
**In the Catholic Church**  
**January 31, 2020 (Updated Feb 20, 2020)**

This plan of action was developed by a committee appointed by the Chairman of the OLP Parish Council in October of 2018. The plan has been compiled by the committee, known as the "Call-To-Action-Committee (CTAC), with input and collaboration from the membership of the parish and the parish council. It is in response to the crisis confronting our Roman Catholic Church. This is a "living" document that will evolve over time as we learn more about the crisis and about our capabilities to confront it. Below are the initial actions we will undertake as a parish in order to protect children, young people and the most vulnerable from sexual abuse by priests, religious, and laity within the church. While we do not believe we have a problem with sexual abuse in OLP, the purposes of this action plan are to ensure OLP is a safe place for our parish; to address the crisis in the world-wide church by doing what we can locally to eliminate sexual abuse; and, most importantly to support the victims of sexual abuse. This document will be reviewed annually and updated as necessary.

Item	Action	Responsibility	Timeline	Status
1	We commit our parish to a policy of ZERO tolerance for all sexual abuse.	OLP Community of Faith	Continuous	
2a	We embrace and will fully support our bishop and the Diocese of Richmond in the implementation of the Charter for the Protection of Children and Young People (aka The Dallas Charter).	OLP Community of Faith	TBD	
2b	We will study the Diocesan Safe Environment Regulations to understand what we can do at the parish level, including conducting VIRTUS training, reminding parents of their responsibilities for the safety of their children, and other prudent measures in order to ensure OLP is in full compliance and is a safe and welcoming environment.	Scott West Biff Gillam	TBD	
3a	When there is credible evidence of sexual abuse or cover-up, we will report it to Law Enforcement and to the church leadership.	OLP Community of Faith	Continuous	
3b	Develop a "How-To" one-pager on sexual abuse reporting procedures including how to inform parents, the parish leadership, the diocese, and, especially, Law Enforcement.	Todd Craft	TBD	
4	We stand in absolute solidarity with victims of sexual abuse. We encourage support for victims through organizations and agencies chartered to aid in victim healing.	OLP Community of Faith	Continuous	
5a	We will adopt an adult religious education program to study and understand the causes of sexual abuse by priests, religious, and laity and to address ways to counter those causes.	OLP Community of Faith		
5b	In consonance with the adult religious education program at OLP, prepare a 1-hour lesson plan to educate parishioners on the underlying causes of sexual abuse by priests, religious, and laity and what we can do to address those causes.	Scott West	TBD	
5c	Offer and conduct the course semi-annually.	Scott West	TBD	

6a	Following Pope Francis' admonition that "to say 'no' to abuse is to say an emphatic 'no' to all forms of clericalism", we commit to learning more about clericalism and acknowledge it as a sin. We will act to eliminate clericalism, as found both in the clergy and the laity, within our Church.	OLP Community of Faith	TBD	
6b	In consonance with the adult religious education program at OLP, prepare a 1-hour lesson plan to define clericalism and educate parishioners on how to eliminate it.	Mary Graf	TBD	
6c	Offer and conduct the course semi-annually.	Mary Graf	TBD	
7a	We will develop a religious education program for adults and children to study and understand the value of the laity, alongside priests, in the eyes of God.	OLP Community of Faith	TBD	
7b	In consonance with religious education program, prepare a 1-hour program of instruction to teach about the roles and responsibilities of priests, deacons and the lay people of the church.	Biff Gillam	TBD	
7c	Offer and conduct the course semi-annually.	Biff Gillam		
8	We expectantly look forward to renewed transparency from the Diocese of Richmond in their effort to reconcile, heal, and restore trust. We commend the bishop for publishing the names of all credibly accused clerics who engaged in sexual abuse of children as we await the release of the names of anyone who may have covered-up the crimes.	OLP Parish Council and the Community of Faith	Continuous	
9	We will seek to be better informed on the Diocesan Review Board, its purpose and composition.	Scott West	TBD	
10	We will widely disseminate the OLP position statement and our Action Plan throughout the Diocese of Richmond. These products will be prominently posted in our parish and on our website so that all will know of our commitment to ending sexual abuse in the Catholic Church. Provide a copy of each product to every family in the parish and all newcomers.	Scott West	TBD	
Legend				
	Completed/On-Schedule			
	Pending or In-Progress			
	Not Started/Off-Schedule			
	Continuous/On-Going			