

## **Benefits of the Responsible Pastoral Policy**

- 1- Protecting minors and vulnerable adults by preventing their abuse.
- 2- Protecting all who work within our churches against allegations of wrongdoing.
- 3- Preserving the image and reputation of the Catholic Church as a whole through concrete steps taken by the Archdiocese of Montreal.
- 4- Training and supporting clergy, staff, and volunteers.
- 5- Reporting all incidents involving abuse, neglect, and/or injury. Such incidents, regardless of time and place, will be reported immediately to the appropriate authorities.

« The Church loves all her children like a loving mother, but cares for all and protects with a special affection those who are smallest and defenseless. This is the duty that Christ himself entrusted to the entire Christian community as a whole.

Aware of this, the Church is especially vigilant in protecting children and vulnerable adults. »


Apostolic Letter issued 'Motu Proprio'  
by Pope Francis  
*As a Loving Mother* (4 June 2016)



© Catholic Church of Montreal

Responsible Pastoral Ministry  
2000 Sherbrooke St. West  
Montreal QC H3H 1G4

[www.diocesemontreal.org](http://www.diocesemontreal.org)  
Tel. : 514-925-4355  
Fax : 514-925-4346  
Email : [mkallini@diocesemontreal.org](mailto:mkallini@diocesemontreal.org)

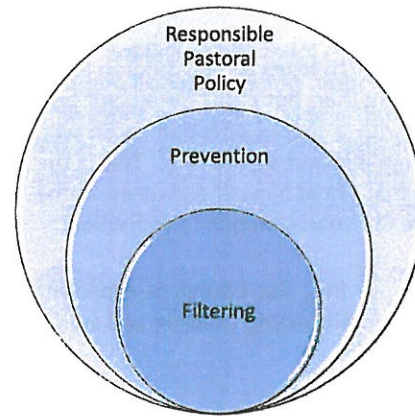
 Catholic Church of Montreal



« For we are labourers together with God »  
1 Co 3 : 9



The Catholic Church of Montreal has adopted a specific policy to **prevent** any type of abuse against minors and vulnerable adults and to promote a safe, opened and responsible conduct of Pastoral Activity. It is the **Responsible Pastoral Policy**

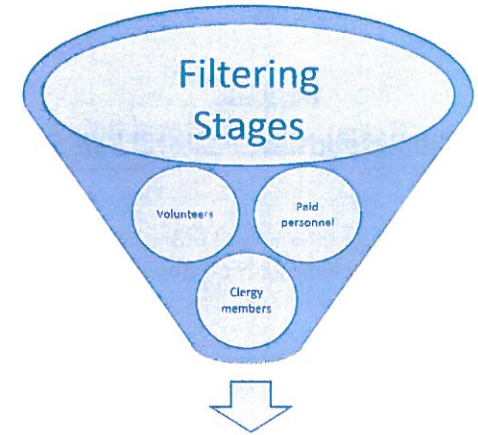


### Filtering Process

**Filtering** is a human resources management activity designed to carefully scrutinize persons who apply to volunteer or paid positions. This process helps to choose the best candidates and to exclude as much as possible, any applicant likely to harm minors or vulnerable adults.

### Main Goals

- 1- Create and maintain a healthy and safe environment.
- 2- Ensure an appropriate matching between the candidate and assigned tasks.



### Stages of the Filtering Process

These steps, developed by Volunteer Canada, have been adapted to the ecclesial context.

#### Before candidate selection

1. Job Description
2. Risk Assessment
3. Recruitment Process

#### During the selection process

4. Application Form
5. Selection Interview
6. References Check
7. Criminal Background Check

#### Management of the selected candidate

8. Orientation and Training
9. Supervision and Evaluation
10. Follow-up and Feedback

*\* Mandatory for those occupying a high-risk position.*