



Executive Summary

Policy for the Protection of Children and Vulnerable Adults

Policy Statement

The Bishop and the Diocese strictly prohibit any and all types of abuse (as defined) by any member of the clergy, anyone pursuing ordained ministry, any employee, staff person, vestry member, church member, visitor, child and youth worker, or worker with a vulnerable adult, or anyone else working in any capacity for the Diocese, any church in the Diocese, or any diocesan-related institution.

Purpose

This Safe Church Policy for the Protection of Children and Vulnerable Adults (the “Policy”) provides guidance, information, instruction, and common practices to direct and inform the clergy and laity in the congregations of the Anglican Diocese of Pittsburgh (the “Diocese”) as each congregation crafts its child and vulnerable adult protection policies. It also serves as a reference manual to inform decisions and methods with regard to safeguarding those entrusted to the church, providing standards of care and vigilance.

The requirements outlined in this Policy must be followed by each congregation. If an individual congregation’s optional addendum to this Policy includes additional, reasonable safety measures, all clergy, employees, vestry, child and youth workers, and workers with vulnerable adults of that congregation should be held accountable to that addendum as well as this Policy.

Timing/Deadline

June 30, 2025 – Every church must adopt the ADP Policy for the Protection of Children and Vulnerable Adults or demonstrate that it has a similar policy. If the latter, your church must submit a digital copy of your policy to the Diocese.

September 30, 2025 – If your church has opted to continue to use an existing policy, it must confirm that its policy meets or exceeds the requirements of the diocesan Policy.

December 31, 2025 – Every church must have completed implementation of its approved policy, including all clearances, trainings, and personnel requirements.

New Reporting Process

Any report of abuse against children or vulnerable adults must be reported to one or both of the Diocesan Reports Receivers.

In all instances, state Mandated Reporting rules must be followed (reports to local authorities).

The Diocesan Reports Receivers will report all allegations against clergy to the Bishop.

The Diocesan Reports Receivers will report all allegations against a Bishop to the Archbishop.

The Diocesan Reports Receivers will assist in reporting all allegations against lay persons to senior church leadership (Rector or priest-in-charge, Senior Warden, Safe Church Director or other).

Reports will be investigated by the Diocesan Reports Investigation Committee.

Responsibility

Each Rector is responsible for the administration of this Policy within the congregation and for providing all reports requested by the Diocese.

Awareness and Preparation

All clergy, employees (of the diocese and church), Child and Youth Workers, and Workers with Vulnerable Adults (as defined herein) must be screened, background-checked, and trained on this Policy prior to serving. It is recommended that vestry members are also screened, background-checked, and trained on this Policy.

All clergy, employees (of the diocese and church), Child and Youth Workers, and Workers with Vulnerable Adults must complete the sexual abuse prevention training prior to serving. It is recommended that vestry members also complete the sexual abuse prevention training prior to serving.

Documentation for laity is maintained by the church; the Diocese maintains documentation for clergy.

Recommendation is to consider securing appropriate insurance in addition to your General Liability coverage (which should include a primary limit of \$1million per occurrence and the same for each

of the following): Professional Liability/E&O; Sexual Abuse/Molestation; Employment Practices Liability (including 3rd party liability); Umbrella Liability.

New Roles

Every congregation must appoint a Safe Church Director.

Each congregation may choose to form a Safe Church Committee, though the responsibilities of the same may be handled by the Vestry.

Revised Background Check Requirements

Clergy, Employees, Child and Youth Workers, Workers with Vulnerable Adults, Volunteers

Vestry Members – Recommendation to secure background checks for all Vestry members prior to service.

Revised Training Requirements:

Sexual abuse awareness training by MinistrySafe must be completed ***every two (2) years*** and may be completed online.

Training at each congregation on the ADP Policy must be renewed ***every two (2) years***.

Diocesan Camp Directors and church Camp Directors (any church leader leading overnight events, trips, and/or camps) must complete Camp Leadership Training by MinistrySafe online ***every two (2) years***.

