

PERSONNEL**Respect for Students**

Catholic school employees and volunteers in the Diocese of Harrisburg must respect the individual dignity of all students. The classroom and, indeed, the entire school facility should be a place where all students are accepted and protected. Classroom and school rules should strive to develop positive Catholic-Christian values and behavior. All necessary corrective actions must be conducted professionally.

Ridicule and public humiliation are to be avoided at all times. Corporal punishment and physical forms of discipline are forbidden. Reasonable and limited physical force may be used only when it is necessary for the safety and/or welfare of the child, the employee or volunteer, or of other individuals.

All forms of child abuse or sexual misconduct are serious offenses and crimes against children. If employees or volunteers are guilty of any form of child abuse or sexual misconduct, they will be dismissed, after consultation with and concurrence of the Secretary for Education. (see Policies # 4119 A, # 4119 B, and # 4119 C.)

If there is a credible allegation that an employee or a volunteer abused a child physically, mentally, emotionally, or sexually, the employee may be suspended without pay, or the volunteer suspended, pending the investigation and outcome. Civil authorities must be contacted in accord with the law and diocesan policy.

Employees and volunteers must also avoid all situations involving even the appearance of sexual impropriety.

While the Diocese of Harrisburg provides liability coverage for its employees and volunteers in the ordinary and reasonable performance of their duties, every employee and volunteer must clearly understand and accept the fact that this diocesan insurance program does not cover lawsuits where there is a credible accusation of any form of child abuse. Furthermore, the employee or volunteer is likewise responsible for his/her own attorney fees and any costs for and from the litigation.

Policy

Adopted: February 11, 1993

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RWG/Bishop of Harrisburg