



## ST. NORBERT ABBEY FREQUENTLY ASKED QUESTIONS

- Q. Why is the Abbey releasing a list?
- A. Survivors and victims have requested that the Abbey release names so that their claims of abuse may be validated and the healing process continue.
- Q. Who conducted a review of personnel files at the Abbey?
- A. Praesidium, Inc. conducted the review because of their extensive background in the areas of risk management assessment, consultation, policy development and training for the prevention of sexual misconduct. An additional review of all archival, legal, and financial records was conducted by Defenbaugh & Associates.
- Q. What is an Independent Review Board?
- A. St. Norbert Abbey established an Independent Review Board in 2004. The Board is comprised of 5 qualified professionals in the fields of psychiatry, mental health, legal, medical and religious backgrounds. The purpose of the Review Board is to review Abbey policies as well as review allegations of sex abuse of minors. The Board provides recommendations to the Abbey and advises the Abbot on the credibility of an allegation, recommending a particular course of action.
- Q. What does the Abbey do when an allegation of sex abuse of a minor by a Norbertine is received?
- A. When someone sends any form of communication with an allegation of sex abuse of a minor, local police and/or Child Protective Services is contacted. The Norbertine is immediately suspended from ministry pending the outcome of the investigation. The St. Norbert Abbey Office for Safe Environment will establish a Norbertine file on the case and track progress of the investigation. If the allegation is found to be 'credible,' the Norbertine will remain out of public ministry. If the allegation is determined to be 'not credible,' the Norbertine will be returned to ministry. The Diocese of Green Bay is informed of all investigations into allegations of sex abuse of minors by a Norbertine.

- Q. Which Norbertines are included on the list?
- A. Praesidium, Inc. developed the list after reviewing Abbey personnel files and determining which files included information sufficient for a substantiated allegation. Although there have been allegations against other Norbertines, investigations and review by the Independent Review Board determined that these allegations were not credible.
- Q. What does 'credible' allegation mean?
- A. A credible allegation may be one where the Norbertine made an admission of his abuse or where the preponderance of facts lead to the conclusion that the abuse probably took place.
- Q. What happens with the list in the future?
- A. St. Norbert Abbey will update the list as new information is received. Please contact the St. Norbert Abbey Office for Safe Environment at 920-337-4311 if you or someone you know has additional information.
- Q. Are any Norbertines with credible allegations in active ministry outside of St. Norbert Abbey?
- A. No. Norbertines with credible allegations live at the Abbey and are allowed to be involved at the Abbey only. These Norbertines have 'Safety Plans' developed and reviewed by the Independent Review Board each year. A 'Safety Plan' can include restrictions on travel, etc. developed for each Norbertine.
- Q. What are the Norbertines doing to ensure the protection of minors and vulnerable adults?
- A. In 2002, the United States Conference of Catholic Bishops issued the Charter for the Protection of Children and Young People, a comprehensive set of procedures for addressing policies and allegations related to the sexual abuse of minors. The most recent revision of the Charter was made in 2018. The Norbertines follow the Charter and hold a zero-tolerance policy of sexual misconduct with a minor or vulnerable adult. St. Norbert Abbey is also accredited as an organization that meets a set of 25 standards for the protection of children and vulnerable adults.