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allegation, the Board may recommend to the Bishop that the accused be removed immediately from a position of access to minors while the investigation continues.

- 7.7.1** In such a case where a cleric is involved, 7.6.2 above will be invoked.
- 7.7.2** In the case of lay employees they are suspended with pay while the investigation continues.
- 7.8** When the alleged child sexual abuse is purported to have occurred in the distant past and it has been determined that reasonable probability exists regarding the substance of the allegation, the Diocesan Review Board follows the same procedures as in a report that is alleged to have occurred in the present time.
- 7.8.1** If the alleged perpetrator is deceased the Diocesan Review Board is kept informed of the report and makes any appropriate recommendations to the Bishop.
- 7.9** When an employee is found guilty of child sexual abuse the Diocesan Review Board will invoke 7.6.2 and 7.6.3 as appropriate.
- 8.0** If the investigation of the allegation results in a finding by Protective Services or the Diocesan Review Board that the allegation of sexual misconduct by clergy, religious, seminarians, employees or volunteers of the Diocese involving a minor is not substantiated, the Diocesan Review Board will recommend to the Bishop that the Process Administrator will:
- Inform the accused of the findings and confirm such findings in writing;
  - Inform the alleged victim and/or his/her family of the findings;
  - Promptly terminate any temporary action taken against the accused;
  - Restore the ministerial status of the person taking into account the need for healing.

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## Other Roles and Responsibilities

- 9.0** If the Bishop determines that a cleric cannot be returned to ministry, he may ask the cleric to resign or take a leave of absence from active ministry or to request a dispensation from Holy Orders or the Bishop may initiate a canonical process for removal from ministry.
- 10.0** The accused person's personnel file is documented by the Process Administrator to reflect the complaint, the investigation, and the results with due regard to the reputation and right to privacy of the accused.