

# PROTECTION POLICY

for the prevention of sexual violence  
for Renovabis e.V.

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# 1 Introduction

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Proclaiming God's promise of salvation constitutes the mission of the Church. This mission entails that the Church take a stand especially on behalf of the poor, the exploited and the marginalized. From this point of view, sexual violence against people is diametrically opposed to the mission. Sexual violence is prohibited by secular and ecclesiastical law, flagrantly violates human dignity and gives the lie to the proclamation of the message of the Kingdom of God. As an institution working for the Church on a world-wide level, Renovabis actively participates in the mission of the Church and has a shared responsibility for preventing any sexual violence in the context of the work of the World-wide Church.

The present protection policy for the prevention of sexual violence is therefore intended to prevent sexual violence and to provide guidelines for dealing with cases of suspicion of sexual violence against minors as well as dependent and vulnerable adults. The protection scheme conforms to the frameworks decreed by the Permanent Council of the German Bishops' Conference (henceforth referred to as the DBK Framework) on November 18, 2019, which Renovabis hereby undertakes to adopt and comply with.<sup>1</sup> Renovabis likewise commits to adopt the "Measures for the Prevention of Sexual Violence for institutions working for the Church on a world-wide level" by issuing this protection policy.<sup>2</sup>

Renovabis thus aims together with its project partners to establish a culture of respect, appreciation and mindfulness, which is to obtain both within the sponsored projects and in the cooperation between Renovabis and its project partners.

## Definitions:

Renovabis uses the term **sexual violence** as described in the framework regulations of the German Bishops' Conference. It includes both criminal and non-criminal sexual acts as well as incidents where boundaries are violated:

- Acts against sexual self-determination in accordance with Part 13 of the German Criminal Code (StGB)
- Acts against sexual self-determination in accordance with ecclesiastical law ("Codex Iuris Canonici" and the Apostolic Letter "Vos estis lux mundi"), insofar as they are committed against minors or individuals who habitually lack the use of reason (according to Motu proprio "Sacramentorum Sanctitatis Tutela")<sup>3</sup>
- Acts below the threshold of criminal liability which nevertheless constitute a violation of a sexual boundary or other form of sexual assault committed against children, juveniles, and dependent and vulnerable adults.

1 "Rahmenordnung – Prävention gegen sexualisierte Gewalt an Minderjährigen und schutz- oder hilfebedürftigen Erwachsenen im Bereich der Deutschen Bischofskonferenz durch Kleriker und sonstige Beschäftigte im kirchlichen Dienst" (Framework Regulations – Prevention of sexual violence against minors and vulnerable adults by clerics or others employed by the Church within the domain of the German Bishops' Conference) as well as "Ordnung für den Umgang mit sexuellem Missbrauch Minderjähriger und schutz- oder hilfebedürftiger Erwachsener durch Kleriker und sonstige Beschäftigte im kirchlichen Dienst" (Frameworks for dealing with sexual abuse of minors and dependent and vulnerable adults by clerics and others employed by the Church), in German, <https://www.dbk.de/themen/sexualisierte-gewalt-und-praevention/praevention>

2 "Maßgaben zur Prävention sexualisierter Gewalt bei den weltkirchlichen Werken" (Guidelines for the prevention of sexual violence for institutions working for the Church on a World-wide level), as decreed by the Commission for International Church Affairs of the German Bishops' Conference on May 6, 2020, and acknowledged with approval by the Permanent Council of the German Bishops' Conference on May 22/23, 2020.

3 Canon 1395 § 2 CIC in conjunction with Art. 6 § 1 SST, in accordance with canon 1387 CIC in conjunction with Art. 4 § 1 n. 1 SST, and in accordance with canon 1378 § 1 CIC.

**Wards** are children, adolescents and dependent and vulnerable adults as defined in § 225, para. 1 of the German Criminal Code. Wards in this sense also include persons who are subject to any specific relationship characterized by asymmetries of power or dependence. It is acknowledged that in the work of the World-wide Church, such relationships may exist as a result of economic disparity or as a feature of pastoral practice.

**Staff** as defined for the purpose of this protection policy are any members of the management, all salaried employees, interns and, where applicable, clerics and members of religious orders who work with or for Renovabis as stipulated in their employment contracts.

**Project partners** are representatives of organizations and Church bodies that are sponsored by Renovabis.

## 2 Prevention of sexual violence

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Prevention measures will include standards for recruitment and employment, codes of conduct for various groups of staff as well as guidelines for the practice of project work, charity marketing, education and public relations.

### 2.1 Recruitment and development of staff

In implementing this protection scheme, Renovabis will adopt prevention measures within the context of its human resources management. We are aware that there can be no absolute certainty when it comes to accidentally hiring sexual predators, however, a clear commitment to child protection may still effectively deter potential perpetrators and sensitize staff to the issue.

#### 2.1.1 Extended certificate of good conduct

All new hires and existing staff are required to submit an extended certificate of good conduct if their job description involves the supervision, care, education or training of minors, or if it is in any other way likely to involve contact with minors.<sup>4</sup>

A renewed and current certificate is to be resubmitted every five years. The costs incurred will be borne by the employer. An extended certificate of good conduct without a relevant criminal record is required for onboarding or in order to continue employment. Renovabis will ensure that data protection law is observed in its processing of the certificates of good conduct.

#### 2.1.2 Declaration of self-commitment

All new and existing staff will receive a copy of this protection scheme. They commit to compliance with the code of conduct enclosed with this protection scheme (see Section 2.2). This commitment is expressed by signing the declaration of self-commitment (see Appendix 1).

#### 2.1.3 Development and training of staff

Human resource managers will address the issue of preventing sexual violence in a suitable form in job interviews, during the induction period and in regular awareness-raising discussions (this latter in a form appropriate to the job description and purview of the staff member).

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4 Compare “Arbeitsvertragsrecht der bayerischen Diözesen (ABD) Teil A, 1, I, § 3, Nr. 9”. (Employment contract law of the Bavarian Dioceses (ABD) Part A, 1, I, § 3, no. 9). Replaced July 1, 2021 by ABD Teil D, 1a, § 2.

All Renovabis staff will take part in a mandatory basic training course on how to prevent sexual violence. In addition, Renovabis will facilitate specific training appropriate to the role and purview of the staff members.

#### 2.1.4 Regulations for Renovabis contractors

Contractors commissioned by Renovabis as well as any volunteers, e.g. consultants, will commit to compliance with the stipulations of this protection policy and the code of conduct enclosed therein when signing their respective contract or commissioning agreement. If regular contact with minors or dependent and vulnerable adults is expected in the course of the assignment, an extended certificate of good conduct will also be mandatory. When cooperating with institutions and organizations that send their staff to work with Renovabis, Renovabis will ensure that these organizations have an appropriate protection policy in place.

## 2.2 Code of conduct

Renovabis has developed a code of conduct for its staff in order to fulfill its responsibility for the safety of minors and dependent and vulnerable adults. The code requires staff to ensure a respectful and appropriate treatment of minors and dependent and vulnerable adults and is meant to both guide the actions of staff and prevent behavior that is liable to be misunderstood.

All Renovabis staff commit to compliance with the following code of conduct by signing the declaration of self-commitment (see Appendix 1); they will:

- follow the Renovabis protection scheme for the prevention of sexual violence in its currently valid version.
- treat all minors and dependent and vulnerable adults with equal respect, respect their rights and take them seriously as persons.
- deal responsibly with questions of intimacy and distance, respect the self-determination of minors and dependent and vulnerable adults in their dealings with them, and be aware of any relevant cultural norms.

- when encountering minors and dependent and vulnerable adults, ensure that there is always at least one other adult authorized for supervision within sight or hearing distance.
- when engaging in public relations or media coverage, respect the living environment of minors and dependent and vulnerable adults as well as their dignity and rights, including the right to their own image.
- report any suspicion of sexual violence immediately to the relevant contact (for reporting channels, see chapter 3.1 of this protection policy; the respective contacts can be found in Section 4).
- never abuse any minors and dependent and vulnerable adults verbally, emotionally, physically or sexually.
- never tolerate or condone violent or abusive behavior toward minors and dependent and vulnerable adults.

The same applies to any contractors or volunteers commissioned by Renovabis, who will commit to compliance with the respective codes of conduct enclosed in their contracts (see 2.1.4) when signing the relevant contract or commissioning agreement.

## 2.3 Prevention of sexual violence in project work

Renovabis is not itself the holder of the supported projects, but rather sponsors the projects of partner organizations in Central, Eastern and South-eastern Europe. For this reason, Renovabis bears no legal responsibility and liability that would arise from its directly supervising staff and the operations of any sponsored projects. Renovabis also cannot take any direct measures on site or in the project in the event that any sexual abuse occurs. The solidarity initiative Renovabis nevertheless acknowledges its moral responsibility for the welfare of all wards of the projects it sponsors. Renovabis thus supports the project partners in taking measures to protect their wards against abuse, and emphasizes the shared responsibility for the prevention of sexual violence in any communications with them.

### 2.3.1 Commitment of the project partners

Any sponsorship for a project will be granted on the basis of the project agreement, which is to be signed both by Renovabis and the project holder. By signing the project agreement, the project holder will commit to the effort of preventing sexual violence against minors and dependent and vulnerable adults; they will commit themselves:

- „2.7 to provide for permits by church and public authorities needed for the implementation of the project.
- 2.8 to observe any laws, enactments, ministerial orders and other rules and regulations applicable under secular and clerical legislation on a national and/or international scale, for instance in the areas of taxes and duties, social insurance, accounting, registration and reporting, health and safety at work, social standards (e.g. minimum wage, working hours, child labour), anti-corruption, prevention and duty to report on the occurrence of sexual abuse etc.;
- 2.9 to take any action that may offer suitable means of preventing sexualised violence against minors and wards of full age. If it is suspected that minors or wards of full age may have been sexually abused or that crimes against sexual self-determination may have been committed during the term of the project, the duty to notify Renovabis shall apply in addition to the obligations arising from clause 2.8.“

### 2.3.2 Protection policies in projects

Concerning projects that directly involve minors and dependent and vulnerable adults as target audience, Renovabis will as a matter of course inquire whether there is an institutional protection policy in place and whether appropriate measures are being taken in order to protect the target audience of the intended project from sexual violence. In the course of the inquiry Renovabis will examine

whether existing policies and protective measures are appropriate to and sufficient for the context in question. If necessary, Renovabis will advise its partners in devising protection policies or recommend external advisors for this purpose. If there is any lack of willingness on their part to take measures to prevent sexual violence, no sponsorship will be forthcoming.

### 2.3.3 Capacity building on site

Renovabis will sponsor introductory and intermediate training for staff and volunteers in ecclesiastical and social projects. In addition, Renovabis may offer advice and consult on devising structures to prevent and deal with cases of sexual violence. This includes facilitating the exchange with partners in Central and Eastern Europe and establishing regional and supraregional competence centers.

## 2.4 Prevention in charity marketing, education and public relations work

A comprehensive approach to the protection against sexual violence includes upholding the dignity and integrity of persons and maintaining a respectful treatment of minors and dependent and vulnerable adults at all times. Hence, Renovabis will ensure that any production and distribution of media content respects the dignity of minors and dependent and vulnerable adults. Renovabis generally abides by the Press Code of the German Press Council<sup>5</sup>, in addition to the joint statement on ethics in fundraising literature by the umbrella organization of development and humanitarian non-governmental organizations (VENRO) and the German central institute for social issues (DZI), which serves as a guideline for charity marketing in particular.<sup>6</sup>

<sup>5</sup> <https://www.presserat.de/pressekodex.html>

<sup>6</sup> “Handreichung zur Ethik in Spendenmailings” (joint statement on ethics in fundraising literature), published by the umbrella organization of development and humanitarian non-governmental organizations (VENRO) and the German central institute for social issues (DZI), April 2013. [https://www.dzi.de/wp-content/uploads/2012/05/DZI\\_VENRO\\_EthikMailings\\_2013.pdf](https://www.dzi.de/wp-content/uploads/2012/05/DZI_VENRO_EthikMailings_2013.pdf)

In the context of preventing sexual violence, Renovabis places special emphasis on the following principles:

- Public relations and fundraising literature are to appropriately and truthfully reflect the activities of the sponsored organization and their focus.
- Minors and dependent and vulnerable adults are not to be portrayed in any manner that is demeaning or degrading to those depicted or otherwise diminishes their dignity.
- Obtaining the written consent of the persons de-

picted or otherwise portrayed is mandatory prior to the creation of any media content; in the case of minors, the consent of their parents or legal guardians must be sought.

External reporters are to be informed of the general communication standards for the protection of minors and dependent and vulnerable adults and are obliged to comply with them (see Appendix 2, “Declaration of self-commitment for external media coverage”).

## 3 Dealing with cases of suspicion of sexual violence

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The process described herein will ensure a standardized and rational approach to dealing with cases of suspicion of sexual violence in the context of Renovabis’ activities.

In essence, there are two possible case scenarios:

- A) Renovabis staff or their contractors come under suspicion; or
- B) staff of project holders sponsored by Renovabis come under suspicion.

In case of suspicion against Renovabis staff (A), the case management of Renovabis will handle the affair. If there is suspicion against persons involved in sponsored projects (B), the responsibility for an investigation and clarification rests with the project partner.

When dealing with cases of suspicion, the following principles apply:

- All reports are to be taken seriously.
- The persons affected are to be protected and supported.

- The presumption of innocence will apply to the person under suspicion until any wrongdoing is proven.
- Cases investigated by case management are to be treated in strict confidence; specifically this means protecting the identity of potential victims and persons under suspicion.

### 3.1 Reporting channels for cases of suspicion

Any suspicion of sexual violence committed by Renovabis staff or contractors is to be reported through Renovabis management or directly to the independent ombudsperson at Renovabis (see Section 4 “Contacts” and also the information in the section “About us” on the Renovabis website).<sup>7</sup>

The ombudsperson will relay any reports to the management; reports will be anonymized where appropriate. Should a member of the management themselves come under suspicion, the ombudsperson will inform the Chairperson of the Board of

<sup>7</sup> <https://www.renovabis.de/en/ueber-uns/ombudsperson>



Directors. A member of the management or the Chairperson of the Board of Directors will take further steps as described below.

### 3.2 Investigation of cases of suspicion where Renovabis staff or contractors are involved

The general procedure is set down in “Framework for dealing with sexual abuse of minors and dependent and vulnerable adults by clerics and others employed by the Church.”<sup>8</sup>, to which Renovabis has committed in issuing this protection policy.

An investigation committee will be convened whenever there is a case of suspicion. This committee will comprise a member of the management, the superior responsible for the person under suspicion and the ombudsperson. Should a member of the management come under suspicion, the chairperson of the Board of Directors will also be consulted. Should any consultants come under suspicion, their respective employer is to be consulted.<sup>9</sup>

The investigation committee will record the facts of the case. For this purpose, it will examine the available information and interview the persons concerned (e.g. the person who reported the suspicion, the affected ward, the person under suspicion).<sup>10</sup> If the case of suspicion has occurred abroad, trusted contacts in the partner country can be consulted for the purposes of the investigation. Such contacts may include the local bishops’ appointed investigator of cases of suspicion or organizations for child or victim protection. In the course of

the consultation as well as in any further proceedings, the personality rights of all parties involved, in particular the special considerations for the protection of minors and other wards, and the requirements of any emerging criminal proceedings must be taken into account.<sup>11</sup> The employer may temporarily suspend the person under suspicion from their work or assignment until the facts of the case have been established. The person under suspicion may involve a person whom they trust, the staff representation body or a legal counsel.

The investigation committee will form an initial assessment on the basis of the information gathered. There are three possible case scenarios for further proceedings:

- a) **The suspicion cannot be substantiated:** The proceedings are discontinued; it may be necessary to rehabilitate the wrongly suspected person.
- b) **The suspicion can be substantiated:** As soon as there are factual indications that corroborate the suspicion of a criminal offense, Renovabis will submit the information to the relevant law enforcement agencies.<sup>12</sup> Disciplinary measures in addition to the criminal proceedings will be initiated against any perpetrators.<sup>13</sup> Renovabis will ensure that those affected receive support and professional assistance.

The investigation committee will document all cases and inform those concerned about any steps and measures taken, regardless of the outcome of the investigation.

8 [https://dbk.de/fileadmin/redaktion/diverse\\_downloads/dossiers\\_2019/2019-207a-Ordnung-fuer-den-Umgang-mit-sexuellem-Missbrauch-Minderjaehriger.pdf](https://dbk.de/fileadmin/redaktion/diverse_downloads/dossiers_2019/2019-207a-Ordnung-fuer-den-Umgang-mit-sexuellem-Missbrauch-Minderjaehriger.pdf). This Framework has been decreed by the “Ständige Rat der Deutschen Bischofskonferenz” (Permanent Council of the German Bishops’ Conference) in Würzburg (Germany) on November 18, 2019. It will be referred to as “DBK Framework” in the following.

9 In case of suspicion against priests or members of religious orders, the DBK Framework sections nos. 15-19 should also be considered.

10 For the conduct of discussions with the persons concerned, see DBK Framework sections nos. 21-25; for the conduct of hearings of person(s) under suspicion, see *ibid.*, nos. 26-32, or, if clergy are concerned, nos. 36-39.

11 See DBK Framework section no. 20.

12 See DBK Framework sections no. 33-35.

13 See DBK Framework sections no. 40-41 and 50 ff., respectively.



The general public will be informed as appropriate, with due consideration given to the protection of the personality rights of everyone involved.<sup>14</sup>

**c) Violations of the declaration of self-commitment or the code of conduct:** If any violation of the code of conduct enclosed in this protection scheme should occur that does not constitute a criminal offense, appropriate disciplinary measures will be taken, e.g. an awareness-raising discussion, coaching or a formal reprimand. The proceedings will involve the staff representation body as appropriate.

Persons contracted by Renovabis who are not staff may face measures ranging from awareness-raising discussions and coaching up to being blacklisted for any future assignments with Renovabis.

### 3.3 Suspicion of sexual violence in projects sponsored by Renovabis

By signing the project agreement, all project partners commit to reporting cases of suspicion in projects to Renovabis and to compliance with all ecclesiastical and secular legislation. Since the project partner is responsible for their staff, the project partner's case management is required to intervene should any cases of suspicion occur in the context of sponsored projects. Renovabis will help partners who do not (yet) have a workable case management in place find suitable ways of clarifying cases of suspicion, e.g. involving local child or victim protection organizations outside the Church, or international Church structures.

Renovabis will monitor and document any cases of suspicion in current or past sponsored projects. For this purpose we will convene an investigation committee consisting of a member of the management, the department head responsible and the relevant spokesperson. The committee will gather in-

formation on the case of suspicion and issue an assessment to facilitate further measures. If there is suspicion of a serious offense, cooperation with the project partner may be suspended until further notice, i.e. no new projects will be approved or no more payments will be issued in ongoing projects. There are again three possible case scenarios as the proceedings develop:

**a) The suspicion cannot be substantiated:** Renovabis will document and close the case. The project holder will be responsible for the rehabilitation of the wrongly suspected person, if applicable. Renovabis will resume cooperation with the project partner.

**b) The suspicion can be substantiated:** Renovabis will monitor whether local legislation as well as Vatican guidelines for dealing with cases of suspicion are observed and if the case is brought to the attention of law enforcement authorities. The project holder will ensure that the persons affected receive support and professional assistance. Where applicable, safeguards to prevent further sexual violence in the project must be established or reinstated. Cooperation with the project holder may resume on the condition that further cases of sexual violence are successfully preempted.

If the project partner cannot demonstrate any efforts on their part to clear up cases of suspicion or to improve safeguards or conditions for their wards, the cooperation will be terminated permanently. If a cover-up is suspected, the case will be escalated to the appropriate higher ecclesiastical or secular authorities.

**c) There is problematic behavior in a project which is not covered by the local criminal code:** Renovabis will supply the project partner with awareness-raising programs and coaching in order to improve the conditions for the

<sup>14</sup> See DBK Framework section no. 56.

project partner's wards. If no improvements are forthcoming within a reasonable period, Renovabis will review the project to determine whether any further sponsorship can be justified.

Any information regarding cases of suspicion in projects and the steps taken will be documented. All persons involved will be informed of the result of the investigation and the measures taken in a way that respects their personality rights.

## 4 Contacts

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### Dealing with suspected cases of sexual violence

#### **Dr. Heiner Emrich**

Rechtsanwalt, Dipl.-Kaufmann  
Independent Ombudsperson\* for Renovabis  
Wilhelm-Weitling-Str. 12  
81377 München  
GERMANY  
Tel.: +49 89 549119-19, Fax: +49 89 549119-11  
mail@emrich.eu

\* The ombudsperson is a neutral and independent intermediary; see <https://www.renovabis.de/en/ueber-uns/ombudsperson>

### Prevention of sexual violence

#### **Dr. Angelika Schmähling**

Spokesperson of the department  
Project work and Countries  
Tel.: +49 8161 53 09 60  
ang@renovabis.de

### Contacts for the Locality Bishopric

<https://www.erzbistum-muenchen.de/im-blick/missbrauch-und-praevention>

## 5 Monitoring

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The implementation of this protection policy will be monitored and supported by a dedicated working group. They will coordinate with the prevention department of the Locality Bishopric of Munich and Freising. The working group comprises representatives of all three departments of Renovabis and a member of the management. The working group will meet at regular intervals as well as on an ad hoc basis in order to promote internal organiza-

tional learning and conversations about the topic. The measures envisaged in the protection scheme as well as a possible revision of the protection scheme itself will be up for a critical review after two years. Any revisions for the improvement of the policy will be made on the basis of both new legal requirements and any practical insights gained during the past two years.

## 6 Entry into force

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This protection concept will enter into force by the decree of the Executive Board of Renovabis e.V. and by the agreement of the Board of Directors and the General Assembly of Renovabis e.V. as well as by the agreement of the Board of Action Renovabis.

Freising, March 1, 2021

The Executive Board of Renovabis e.V.:

Pastor Dr. Christian Hartl  
Chairperson

Burkhard Haneke  
Board member

Dr. Markus Ingenlath  
Board member

*The agreement of the Board of Directors of Renovabis e.V. was given on 24.03.2021*

*The agreement of the General Assembly of Renovabis e.V. was given on 25.03.2021*

*The agreement of the Board of Action Renovabis was given on 25.03.2021*

## Appendix 1: Declaration of Self-Commitment for staff of Renovabis e.V.

### DECLARATION OF SELF-COMMITMENT

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Surname, given name

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place of birth

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date of birth

**hereby declare my self-commitment; I will:**

- follow the Renovabis protection policy for the prevention of sexual violence in its currently valid version.
- treat all minors and dependent and vulnerable adults with equal respect, respect their rights and take them seriously as persons.
- deal responsibly with questions of intimacy and distance, respect the self-determination of minors and dependent and vulnerable adults in their dealings with them, and be aware of any relevant cultural norms.
- when encountering minors and dependent and vulnerable adults, ensure that there is always at least one other adult authorized for supervision within sight or hearing distance.

- when engaging in public relations or media coverage, respect the living environment of minors and dependent and vulnerable adults and their dignity and rights.
- report any suspicion of sexual violence immediately to the relevant contact (for reporting channels, see chapter 3.1 of this protection scheme; the respective contacts can be found in Section 4).
- never abuse any minors and dependent and vulnerable adults verbally, emotionally, physically or sexually.
- never tolerate or condone violent or abusive behavior toward minors and dependent and vulnerable adults.

**I acknowledge** that any violation of this code of conduct will have disciplinary consequences and/or may entail criminal investigations.

***I have received a copy of the Renovabis protection scheme and understood its contents.***

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Place, Date

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Signature

*The staff member will be given a copy of the protection policy.*

## Appendix 2: Declaration of Self-commitment for external media coverage

# DECLARATION OF SELF-COMMITMENT FOR EXTERNAL MEDIA COVERAGE

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Media coverage of the work of Renovabis, which includes photos, reports and video features, is necessary for Renovabis to fulfill its statutory mission. Media coverage helps to build bridges between East and West and brings the work of Renovabis to the attention of potential supporters. The protection of minors and dependent and vulnerable adults remains a top priority in media coverage. By undersigning, you agree to comply with the following communication standards and code of conduct.

In media coverage on any Renovabis-sponsored projects, the communication standards of Renovabis must be respected:

- The ethical principles of the German Press Council (Press Code) will serve as a guideline for communications.
- The media coverage is to appropriately and truthfully reflect the activities of the sponsored organization and their focus.
- Minors and dependent and vulnerable adults are not portrayed in any manner that is demeaning or degrading to those depicted or otherwise negatively impacts their dignity.
- Obtaining the written consent of the persons depicted or otherwise portrayed is mandatory prior to the creation of any media content; in the case of minors, the consent of their parents or legal guardians must be sought.

The following code of conduct must be observed by all visitors on site; they will:

- treat all minors and dependent and vulnerable adults with equal respect, respect their rights and take them seriously as persons.
- deal responsibly with questions of intimacy and distance, respect the self-determination of minors and dependent and vulnerable adults in their dealings with them, and be aware of any relevant cultural norms.
- when encountering minors and dependent and vulnerable adults, ensure that there is always at least one other adult authorized for supervision within sight or hearing distance.
- when engaging in public relations or media coverage, respect the living environment of minors and dependent and vulnerable adults as well as their dignity and rights, including the right to their own image.
- report any suspicion of sexual violence immediately to the relevant contact (for reporting channels, see chapter 3.1 of this protection policy; the respective contacts can be found in Section 4).
- never abuse any minors and dependent and vulnerable adults verbally, emotionally, physically or sexually.
- never tolerate or condone violent or abusive behavior toward minors and dependent and vulnerable adults.

***I acknowledge the contents of this statement and agree to abide by it.***

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Place, Date

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Signature

*The undersigned will be given a copy of this declaration of self-commitment.*

## More on Child protection and prevention

Find more on the subject of child protection and prevention as well as examples from our work and a response plan on our website:

***[www.renovabis.de/prevention](http://www.renovabis.de/prevention)***

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### What is Renovabis?

Renovabis is the solidarity initiative of the German Catholics with the people in Central and Eastern Europe.

Renovabis was founded in March 1993 by the German Bishops' Conference, on the suggestion of the Central Committee of German Catholics (Germany's largest lay organization).

Thus, it is the youngest of the six catholic relief organizations in Germany: Misereor, Adveniat, Renovabis, Missio, Caritas International, Kindermissionswerk „Die Sternsinger“.

### What does Renovabis mean?

The name originates from psalm 104: „You (God) will renew the face of the earth“, Latin: renovabis faciem terrae.

Renovabis thus means “You (God) will renew”.

### What does Renovabis do?

#### Project work

Renovabis supports projects aiming at the renewal of pastoral and social life in the former communist countries.

Renovabis doesn't implement own projects but helps where local partners ask for the support of specific projects.

#### Partnership and dialogue

The promotion of encounter and reconciliation between the Christians in Europe is anchored in the statute of Renovabis.

Therefore, Renovabis is committed to getting people from East and West to know each other and supports groups from Germany in order to get in contact with e.g. parishes in the East of Europe.



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