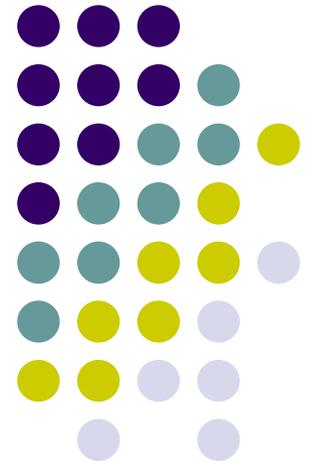
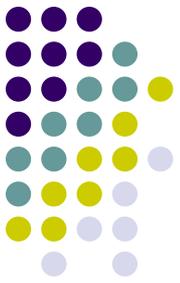


Towards a Code of Behaviour

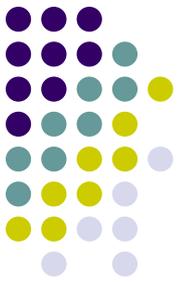
Fr Kevin McGovern,
Caroline Chisholm Centre for Health Ethics:
St Martin of Tours School, Rosanna,
23 April 2015





- St Martin of Tours is a good school.
- This is one of the steps towards making it a great one.

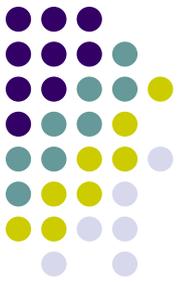
Overview



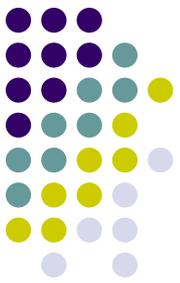
Based around *Integrity in the Service of the Church*:

- Introduction
- 1. Justice and Equity
- 2. Dignity and Respect
- 3. Safe and Supportive Relationships
- 4. Outreach to Poor and Marginalised
- 5. Striving for Excellence
- Chief of Army Lt-Gen David Morrison AO
- Questions and Discussion

Introduction



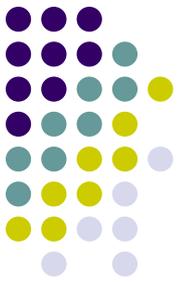
- issued by the National Committee for Professional Standards
 - a joint committee of the Australian Catholic Bishops Conference and Catholic Religious Australia
 - who produced *Towards Healing and Integrity in Ministry*
 - *Integrity in the Service of the Church* is intended for *all* lay Church Workers (paid and unpaid)
 - a ‘Resource Document’



1. Justice and Equity

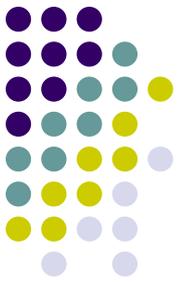
- 1.3 Church Workers recognise injustice, unfairness and abuse when it occurs in the workplace and respond appropriately:
 - Discipline
 - in the classroom
 - outside the classroom
 - Fraternal correction

The professions



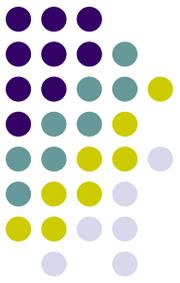
- 1) The primary good which the professions produce is not material.
- 2) The professions essentially produce changes ‘inside’ people or ‘inside’ society.
- 3) These changes are vitally important. They are about the fullness of life, or even about life and death.
- 4) The professional draws upon professional knowledge to identify what must be done to bring about these changes.
- 5) The client does not simply receive passively. Instead, the client must ‘appropriate’ what is offered.

The professions (cont'd)



- Education
- Psychologists, counselors, and pastoral care workers
- Health care (doctors, nurses, allied health)
- The law
- Priests
- The police and the military
- The press
- Politicians
- Sports coaches and personal trainers
- Parents

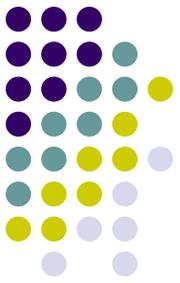
The professions (cont'd)



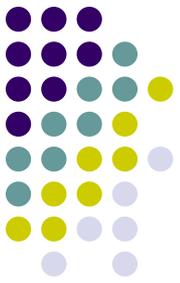
Why does someone join one of the professions?

- usually, they fall in love with what the profession does
- this is often brought about by contact with professionals from this profession
- over time, we can lose sight of what we fell in love with which drew us to our profession
- again and again, we need to remind ourselves of the great good of our profession
- *this* is one reason why we discipline and why we correct our colleagues

Some Practical Steps

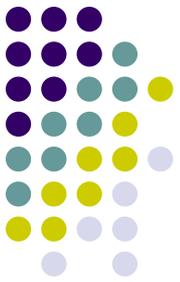


- Debrief critical incidents
 - if it didn't go well
 - strategise
 - commit
 - if it did go well
 - celebrate!



2. Dignity and Respect

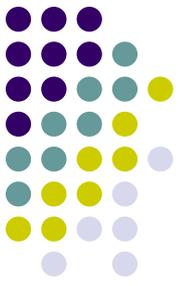
- Church Workers uphold the dignity of all people and their right to respect.
 - By daily acts... Jesus made God's love for every human person very clear.... For this reason the Church also, in all its actions, makes clear the dignity and value of every human person, especially those most vulnerable.



2. Dignity and Respect

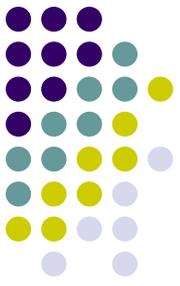
- 2.2 Church Workers embrace diversity and difference in those they serve or with whom they work.
 - 2.2.4 Seek to understand and respect the beliefs, fears and desires of all irrespective of disability, culture, race, religious affiliation, gender or sexual orientation.

2. Dignity and Respect (cont'd)



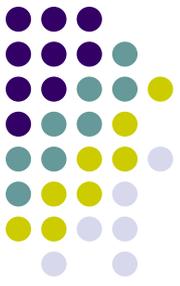
- We live in cultures which are sexist, xenophobic, racist, ableist, ageist, homophobic, anti-theist, Islamophobic, anti-Semitic, and Christianophobic.
- At least to some extent, almost all of us have internalised at least some of these discriminatory messages.
- Resisting this requires self-awareness and self-discipline.
- Almost inevitably, we will make mistakes. Recognising our mistakes and trying to remedy them requires self-honesty and humility. Saying sorry is a good start!
- If we experience discrimination, it requires courage to speak our concerns. We are all better if this is done.

3. Safe and Supportive Relationships – Part A



- Richard Gula's *Just Ministry: Professional Ethics for Pastoral Ministers*:
 - sexual abuse and sexual exploitation
 - sexual harassment
 - sexual fantasy: “The moral issue is not in having a fantasy but in using the fantasy to shape our behaviour.” (p. 167)
 - cybersex and internet porn
 - good touch/confusing touch/bad touch

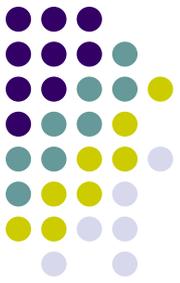
3. Safe and Supportive Relationships – Part A (cont'd)



Strategies for Prevention

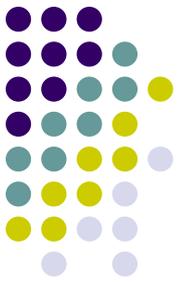
- 1) Recognise our risk factors.
- 2) Know our warning signs.
- 3) Understand the dynamics of transference and counter-transference.
- 4) Avoid dual relationships as much as possible.
- 5) Maintain appropriate self-care.
 - Spirituality and spiritual practices
 - Develop stress management skills
 - Make use of supervision

3. Safe and Supportive Relationships – Part B

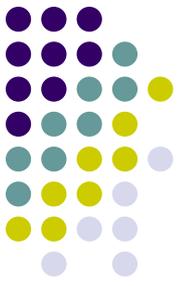


- “No one can tame the **tongue**. It is a restless evil, full of deadly poison.” (James 3:8)

3. Safe and Supportive Relationships – Part B (cont'd)



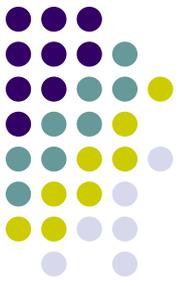
- i. Negative information
- ii. Sensitive information



(i) Negative Information

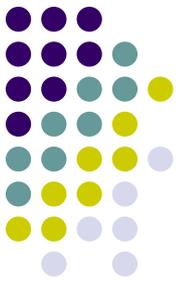
- *Catechism of the Catholic Church, #2477:*
 - Calumny or defamation
 - making a false statement that harms another's reputation
 - libel = written, including in social media
 - slander = spoken
 - vilification = denigrating a group

(i) Negative Information (cont'd)



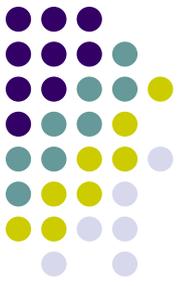
- *Catechism of the Catholic Church, #2477:*
 - Detraction or gossip
 - revealing something about another which is true but harmful to their reputation
 - Rash Judgment
 - making conclusions about another's wrong conduct or bad character on insufficient grounds
 - try to interpret another's behaviour as favourably as possible (CCC, #2478)

(ii) Sensitive Information



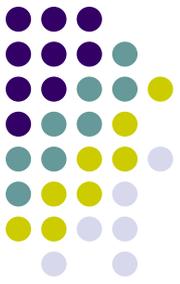
- Confidentiality
 - not revealing personal information disclosed in a professional relationship
 - common law
 - penalty for breach: financial compensation for injury or damages
- Privacy
 - rules about the collection and use of personal information
 - civil law: *Privacy Act 1988 (Cth)*
 - penalty for breach: fine or imprisonment
- Embargo
 - information which cannot be revealed until a specified time

(ii) Sensitive Information (cont'd)



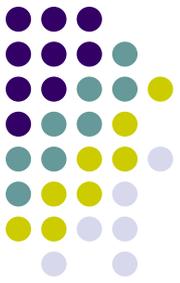
- Richard Gula's *Just Ministry: Professional Ethics for Pastoral Ministers*:
 - “We probably abuse confidentiality more than we abuse sexual boundaries... not because we are ill-willed, but because we are careless.” (p. 191)
 - More often than not, we should seek permission before revealing perhaps sensitive information.
 - If we are not sure and we have not asked permission, “we ought to resolve the doubt in favour of silence.” (p. 216)

3B. Safe and Supportive Relationships (cont'd)



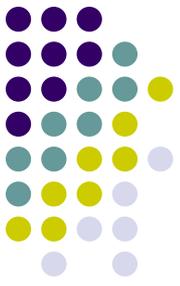
- “Set a guard, O Lord, over my **mouth**;
keep watch over the door of my lips!
(Proverbs 141:3)

4. Outreach to Poor and Marginalised



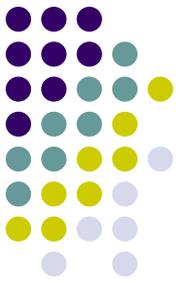
- 4.2.2 Church Workers familiarise themselves with:
 - the causes and signs of child and adult abuse and neglect;...
 - the procedures to follow if abuse or neglect is suspected or observed.
- 4.5.1 Church Workers establish and support programmes that reach out to those who are poor, alienated or marginalised.

4. Outreach to Poor and Marginalised (cont'd)



- St Mary of the Cross MacKillop:
 - “Never see a need without doing something about it.
- Ethicist William F. May:
 - “One test of character and virtue is what a person does when no one is watching.”

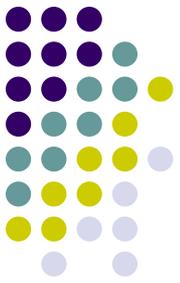
5. Striving for Excellence



- 5.2 Church Workers commit themselves to ongoing professional development.
- 5.3 Church Workers commit themselves to effective professional working relationships...
- 5.4.3 Church Workers recognise the appropriate time to make referrals to those with proper qualifications/expertise.

Chief of Army

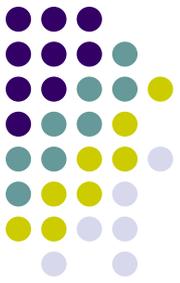
Lt-Gen David Morrison AO



- In June 2013, the Australian army began an investigation of emails demeaning to women distributed by male army personnel.
- This investigation found that the so-called Knights of the Jedi Council made videos of sex acts without the women knowing, added demeaning commentary, and circulated them. Other men were challenged to try to have sex with the women.
- In November 2013, 6 men ranking from sergeant to major were sacked, while 11 more were still under internal investigation.

Chief of Army

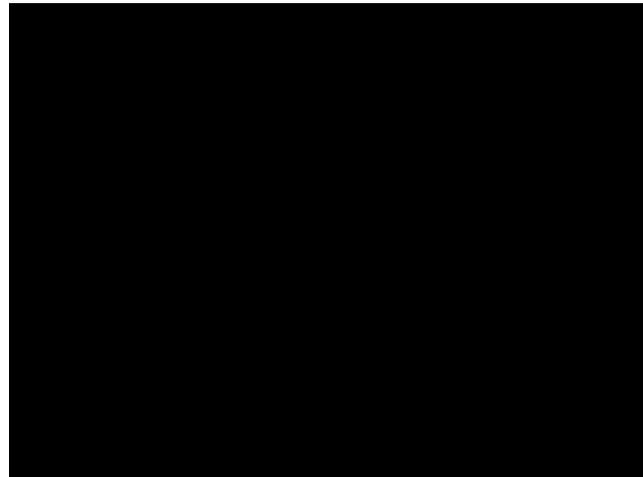
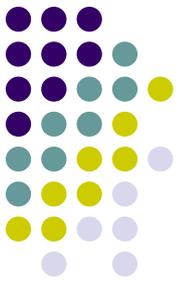
Lt-Gen David Morrison AO

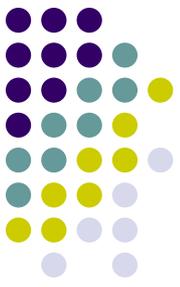


- On 13 June 2013, Lt-Gen David Morrison released a 3-minute YouTube video:
 - He stated that this sort of behaviour was “in direct contravention to every value that the Australian Army stands for.”
 - He also insisted that every member of the military is responsible for its culture and reputation:
 - **“If you become aware of any individual degrading another, then show moral courage and take a stand against it.”**
 - **“The standard you walk past is the standard you accept.”**

Chief of Army

Lt-Gen David Morrison AO





A Concluding Challenge

- **A famous ethicist...**
 - Albus Dumbledore
 - in the 2005 movie *Harry Potter and the Goblet of Fire*:
 - “We must all face the choice between what is right and what is easy.”
- **A confronting school motto...**
 - *Non Recuso Laborem*
 - ‘I do not refuse the task.’
 - ‘We Embrace Life’s Challenges.’
 - ‘*Domine, si adhuc populo tuo sum necessarius, non recuso laborem, fiat voluntas tua*’ – ‘Lord, if I am still needed for your people, I do not refuse the task, *thy will be done.*’