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ONTARIO KNIGHTS OF COLUMBUS RISK MANAGEMENT PROTOCOL ("PROTOCOL") AND ABUSE, DISCRIMINATION, HARASSMENT PREVENTION POLICY ("Policy")

[REVISED December 1, 2025]

ACKNOWLEDGEMENT OF RISKS AND EXPOSURES REGARDING ABUSE, DISCRIMINATION, HARASSMENT

The Ontario Knights of Columbus is a Catholic men's fraternal organization active within the Province of Ontario. Membership is limited to "practical" (meaning practicing) Catholic men aged 18 or older. More broadly, Knights of Columbus is also a lay Catholic family-centered membership organization whose activities primarily take place on parish properties within Catholic dioceses. Members of the Knights of Columbus are governed the Charter, Constitution, and Laws of the Knights of Columbus, the Ontario State Council by-laws, and their local council by-laws, which, among other things, establishes standards of conduct and behavior for all members.

Most members in Ontario are dues-paying members in good standing within a local council. While it is impossible to determine the exact number of dues-paying members with total accuracy at any given time, our best estimate is that approximately 20% of our members would be considered "active" members, which means they occasionally attend their council meetings and may attend a council function (i.e., a dinner, etc.) Of these "active" members, our best estimate is that approximately 25% regularly serve as volunteers in a Knights of Columbus sponsored program, event, or activity at least once or twice a year through their local council. Although our members have no specific duties or responsibilities, residential, custodial, or otherwise, to Vulnerable Persons, the Order's fraternal and charitable programs, events, and activities may place a small portion of our members in the proximity of minor children and other Vulnerable Persons. Other Knights of Columbus programs, events, and activities may also involve charitable works within the community, which also may place members in proximity to Vulnerable Persons, including the elderly, disabled and widowed.

Members electing to volunteer in programs, events, and activities sponsored by the Knights of Columbus are subject to the safe environment training and/or background check requirements of the Knights of Columbus Safe Environment Program (SEP) (kofc.org/safe) administered through the Knights of Columbus Office of Youth Protection (OYP) (oyp@kofc.org).

OYP conducts both Canadian Police Information Centre ("CPIC") and Police Information Check ("PIC") background checks through the Royal Canadian Mounted Police ("RCMP") on members holding certain key leadership roles. The CPIC is a name and date of birth ("DOB") based national level search processed through the RCMP. The PIC is a police level search processed through the Canadian Police Database. Records are matched by the identifying information provided by the member. Those who fail to comply with SEP training and background check requirements are not allowed to participate in any Knights of Columbus programs, events, or activities in a leadership role.

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Please note that members of the Knights of Columbus who volunteer in Church or parish-based ministries or programs that directly serve Vulnerable Persons, including minors, also may be required by their diocese or parish to complete a Vulnerable Sector Screening (VSS) conducted by members personally at their local police stations. Members who volunteer in parish-based ministries and programs serving minors may need to complete both diocesan and SEP safe environment training and screening requirements. This is because the Church and the Knights of Columbus are separate legal entities which both have distinct legal obligations to safeguard vulnerable persons within the Church.

Knights of Columbus programs, events, and activities are not "youth" or "teen" centered "drop-off" ministries or group programs (e.g., like those offered by the YMCA, Boys and Girls Clubs, Salvation Army, etc.). Members do not undertake any kind of custodial or residential care of, or responsibility for minor children or other Vulnerable Persons. Most programs, events, and activities sponsored by local councils are family-centered with a high degree of direct parental involvement and supervision. Our activities are run "by families for families," with a high degree of direct parental and family supervision of their own children during the brief duration of Knights of Columbus sponsored programs, events, and activities. Local councils also regularly fundraise for the Special Olympics, with whom the Knights of Columbus maintains a close long-term collaboration. These programs, events, and activities generally take place in open, public settings in the presence of many others, are subject to scrutiny by members of the local parish community, and are of short duration, typically just 1 to 3 hours, and occur only on an occasional (not regular or routine or ongoing) basis. The primary "youth activities" sponsored by the Knights of Columbus are the "Basketball Free Throw Competition" and the "Soccer Challenge," each of which is conducted by local councils and the final event sponsored by the state council. These two activities take place once a year in the presence of parents and other family members and only last approximately two (2) hours.

The exception to this general rule in Ontario is a small and declining Columbian Squires Program (consisting of 19 Columbian Squires Circles with fewer than 300 minor children in Ontario, as of January 2022). The small number of members who choose volunteer as Columbian Squires counselors (69 members, as of January 2022) are required to be trained and background checked through the SEP AND are also subject to diocesan safe environment training and background check requirements. Members serving as Columbian Squires Counselors are removed from these roles if they fail to comply with all training and background check requirements. Any Columbian Squires' Circle not in compliance with the SEP is dissolved upon 15 days-notice. At the direction of the Board of Directors of the Knights of Columbus, no new Columbian Squires Circles have been formed in the last five years, and the Order expects the number of Circles to decline even further in the near future.

Some members may also volunteer to provide direct support to the elderly and widowed, including those related to current or former members, who need our assistance. These visits take place in groups of at least two persons. Otherwise, all contact with other Vulnerable Persons is done in public settings within the community for limited durations of time, whereby at least one council member, typically a member holding a key leadership role, who has completed the Order's SEP training and screening requirements, is present.

All volunteers are members of local councils and are under the direction and supervision of the key leadership of the local council

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COMMENT FROM THE ONTARIO STATE DEPUTY – DAVID GELINAS

As Ontario State Deputy, I will steadfastly promote adherence to the Ontario Knights of Columbus Risk Management PROTOCOL and Abuse, Discrimination, Harassment Prevention POLICY for the protection of the Vulnerable Persons served by our Order, as well as instill the Order's zero-tolerance approach within our Order for any type of abuse through compliance with the requirements and policies of the Ontario Knights of Columbus Risk Management PROTOCOL and Abuse, Discrimination, Harassment Prevention POLICY, the Knights of Columbus Safe Environment Program, and the Laws of the Order. In particular, I will stress the importance of complying with the safe environment training and background checks required by the Knights of Columbus Safe Environment Program of all members holding key leadership roles and in accordance with the Order's safe environment policies and requirements.

I will continue to instruct District Deputies on what is expected, with the purpose of them conveying this Protocol and Policy, as well as the Order's safe environment requirements and policies, to all council executives. All councils must ensure their members read this Protocol and Policy and understand it on an annual basis, each Columbian year. It is important that members involved in any type of program, event, or activity that involves vulnerable persons first complete the necessary training and background checks in accordance with this Protocol and Policy, as well as the requirements of the Knights of Columbus Safe Environment Program. Finally, we will continue to audit all councils in Ontario to ensure that this Protocol and Policy, as well as the requirements of the Knights of Columbus Safe Environment Program, are properly implemented and followed.

ABUSE, DISCRIMINATION, NEGLECT AND HARASSMENT

The Knights of Columbus maintains a policy of ZERO TOLERANCE with respect to Abuse, Discrimination, and Harassment in regard to our members and all those we serve. The Order operates a robust "Safe Environment Program" developed in conjunction with Praesidium, an internationally recognized expert in education and programs designed to prevent sexual abuse and molestation. The program is administered by KofC' s Office of Youth Protection which form part of the corporate Legal Department and is managed by an attorney. For more information on this program, go to www.kofc.org/safe .

Purpose of our Policies

The purpose of our policies and procedures is to bring awareness and establish applicable tools and methods to deal with inappropriate and hurtful behavior which present hurdles to our mission and membership growth. Our Safe Environment Program safeguards children and other vulnerable persons, assures members and their families that we maintain a safe environment for all those whom we serve, protects members from awkward situations, misunderstandings, and appearances of impropriety, builds trust with arch/dioceses and parishes, and protects the good name of the Knights of Columbus. Our program is operated in conjunction with our strategic partner in youth protection and safe environments – PRAESIDIUM, Inc. Praesidium specializes in providing safe environment training to help prevent sexual abuse in organizations that serve youth and vulnerable adults. For more information, please visit www.praesidiuminc.com.

Policy and Program

REPORTING SUSPECTED ABUSE

Allegations of sexual misconduct or any violent act involving a member directly arising out of his membership in the Knights of Columbus and/or in connection with a program or activity sponsored by the Knights of Columbus must be reported by following this protocol:

1. Report Suspected Abuse or Violent Activities to Law Enforcement
2. Notify Local Diocese of Suspected Abuse or Violent Activities
3. Notify Knights of Columbus of Suspected Abuse or Violence at 1-844-KOFC-SAFE (1-844-563-2723)

NOTIFICATION OF UNRELATED CHARGES & CONVICTIONS

Violence and sexual misconduct unrelated to membership in the Knights of Columbus and arising out of other circumstances in the member's life, such as employment situations, family situations, or within some youth serving program or church ministry must be reported to law enforcement and the local diocese.

A state or local Council officer or a District Deputy should notify the Office of Youth Protection at oyp@kofc.org as soon as possible when he becomes aware that a member has been:

1. Charged with or found guilty by a court of any offence involving children.
2. Charged or found guilty by a court of any violent offence including any type of assault, sex-related offence, OR
3. Sued in court for any violent offence including any type of assault, wrongful conduct against children or for a sex-related offence.

To the extent there is a need for suspension or other action, it will be handled by the Board of Directors, through the Office of Youth Protection and the Office of the Supreme Secretary.

KNIGHTS OF COLUMBUS YOUTH AND VULNERABLE PERSON ACTIVITY POLICY

- **All members** who participate in programs, events, and activities sponsored by the Knights of Columbus involving minors and other vulnerable persons in an **official capacity** must first be screened and trained through the Knights of Columbus Safe Environment Program or Screening Process via the Office of Youth Protection **prior to the activity taking place.**
- This includes all members who participate in the program, event, and activity in an official capacity and not just the minimum two members holding key leadership roles within each council (Family Director and Community Directors).
- The screening includes a criminal Federal/National (CPIC) background check through Praesidium prior to the activity taking place.

- These checks should be initiated well in advance of any scheduled program, event, or activity sponsored by a Knights of Columbus council, as they can take several weeks to complete.
- Council Family/Community Directors and/or other members of the council who have been background checked and trained through the Knights of Columbus Safe Environment Program within the last three years shall, in conjunction with their Grand Knight, ensure that all Knights of Columbus Safe Environment Program policies and procedures are followed at all programs, events, and activities sponsored by a Knights of Columbus council involving minors and other vulnerable persons.

DEFINITION OF "YOUTH AND VULNERABLE PERSON ACTIVITY"

A Knights of Columbus "Youth and Vulnerable Person Activity" is an activity whose principal subjects are minor children (basketball free throw, soccer challenge, squire activities) or involves extended close contact and/or supervision with Vulnerable Person groups such as minors, the disabled, elderly or assisting those in emotional distress.

ACTIVITIES NOT SUBJECT TO SCREENING AND TRAINING OF MEMBERS UNDER "YOUTH AND VULNERABLE PERSON ACTIVITY"

- This Protocol and Policy would not apply to public events in the community, such as a car-wash fundraiser for Special Olympics, as an example, in which members may participate, where other safe environment protocols and policies are primary and directly applicable; the focus of this Protocol and Policy are members with access to Vulnerable Persons within a school, third party institution, or a home visitation, typically in connection with a program, event, or activity sponsored by the Knights of Columbus.
- This Protocol and Policy would not apply to those visiting current or former members within their home or a care facility.
- This Protocol and Policy would not include members visiting friends or family members within a home or a care facility.
- This Protocol and Policy would not include the picking up or dropping off boxes of coats from a school, the dropping off a gift basket or poster kit to a school, or to a care facility and being part of a brief (within three hours) supervised visit.

Supplemental Screening Process for Members Not in Key Leadership Roles

Members chairing programs, events, and activities involving minors and/or other vulnerable persons are responsible for ensuring that members who volunteer are eligible to do so in accordance with applicable safe environment requirements of the Ontario Knights of Columbus Council Liability Insurance Program.

Members NOT holding key leadership roles who volunteer in a program, event, or activity involving minors and/or other vulnerable persons sponsored by a Knights of Columbus council are required to complete a background check through a Supplemental Screening Process through the Knights of Columbus Safe Environment Program and Praesidium in accordance with the Ontario Knights of Columbus Risk Management Protocol and Abuse, Discrimination, Harassment Prevention Policy.

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No later than four weeks before a scheduled program, event, or activity, members coordinating the Knights of Columbus sponsored program, event, or activity should email a list of all members volunteering to Quianna Richardson, Manager, Knights of Columbus, Office of Youth Protection: quianna.richardson@kofc.org the following:

- A list of each member's full name, council and membership numbers, and their email address
    - Please ensure that the subject Line of the email states the following information to expedite the process: "[the name and date of your event] - Ontario Supplemental BGC List" (e.g., "Free-Throw 1-15-2022 – Ontario Supplemental BGC List").

Members listed will receive a weblink via email by which to provide their consent for a background check through Praesidium. To complete their Praesidium background check authorization, members will need to print, sign, and upload documents and copies of two forms of photo identification. Once the background checks have been completed, Praesidium will send an email to each member that can be shared with the key leader coordinating the event as confirmation of their background check.

Members NOT holding certain key leadership roles who are later appointed to key leadership roles requiring a background check may need to provide consent for an additional background check through the Knights of Columbus Safe Environment Program once appointed. Praesidium typically sends out an email invitation to obtain this consent about one week after appointment.

Please note that members NOT holding key leadership roles who are later appointed to key leadership roles requiring a background check may need to provide consent for an additional background check through the Knights of Columbus Safe Environment Program once appointed. Praesidium typically sends out an email invitation to obtain this consent about one week after appointment. **Privacy**

Some members of the Knights of Columbus outside the United States have expressed concern with respect to their personal information being transferred to and stored in the United States, either by the Knights of Columbus directly, as a United States based fraternal benefit society, or by vendors based in the United States under contract with the Knights of Columbus, to conduct criminal record checks on members holding key volunteer leadership roles in Knights of Columbus jurisdictions outside the United States.

The purpose for which the Knights of Columbus collects personal information of members seeking to serve in certain key volunteer leadership roles, incident to the requirements of its safe environment program, is, among other things, to conduct a limited, independent investigation of member's background and criminal history, if any, for the noncommercial purpose of confirming the information members self-declare in their background check authorization concerning criminal history, if any, and to obtain other information which may be material for the member's qualifications to serve in certain key volunteer leaderships roles.

The personal information we collect from members for this purpose is limited only to that which is reasonably necessary to meet the noncommercial object of confirming member information self-declared in completed background check authorizations and to obtain other information which may be material to qualifications for certain key volunteer leaderships roles within the Knights of Columbus.

We understand that the terms and conditions under which the Knights of Columbus collects, stores, maintains, and uses the personal information of our members are subject to the privacy laws of the respective jurisdictions in which our members live.

This includes compliance with applicable federal and provincial privacy laws of Canada, specifically including, but not limited to, applicable legal requirements mandating adequate notice of the purpose for which the Knights of Columbus is collecting the personal information of our members, the maintenance of adequate contractual and technological safeguards to protect the personal information of our members, as well as ensuring that we receive the necessary express consent from our members to conduct a criminal record check.

We believe that protecting the privacy of the personal information entrusted to us by our members from across all jurisdictions in which the Knights of Columbus is active is essential to our mission. The privacy of our members' information is not just a matter of compliance with the laws of the jurisdictions in which they live. It is another way that we protect our members and their families.

We maintain the greatest degree of confidentiality regarding the personal information that we collect, store, and maintain consistent with our legal obligations to follow-up on complaints, including investigations, remedial action, which may include remedial disciplinary action, and, if required, report to appropriate enforcement agencies.

We recognize that we are responsible for all personal information entrusted to us by our members that we may share with vendors with whom we have a contractual relationship to help us carry out necessary noncommercial services on behalf of our members.

We are committed to only working with vendors that demonstrate as much respect for the privacy of our members' personal information as we do.

We require vendors with whom we have a legal relationship to maintain contractual and technological safeguards to protect the privacy of our members' personal information that either meets or exceeds comparable levels of protections within the respective jurisdictions in which our members live while their information is being processed by vendors based in the United States.

More specifically, the personal information collected from members in connection with the Knights of Columbus Safe Environment Program, upon proper notice and express consent, is for noncommercial purposes only – as part of an overall screening process required of members seeking to serve in certain key volunteer leadership roles.

We do not share any personal information collected from members in connection with the Knights of Columbus Safe Environment Program unless compelled by law or when there is an indication of a threat to public safety.

We do not share any personal information collected from members in connection with the Knights of Columbus Safe Environment Program with vendors, i.e., Praesidium, without express consent from the member.

Praesidium, our safe environment program vendor, also does not share member information with third parties without consent unless specifically compelled by law or under circumstances where there is a clear threat to public safety.

In addition to the contractual representations and assurances made by our vendor, Praesidium, to maintain full compliance with all applicable Canadian privacy laws when handling our members' personal information, we regularly seek and obtain independent legal guidance and advice from an outside law firm based in Canada with a national presence across the provinces and territories to ensure that our Knights of Columbus Safe Environment Program background check process is in full compliance with all applicable federal and provincial Canadian law.

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DEFINITION OF A MEMBER ATTENDING AN EVENT IN AN "OFFICIAL CAPACITY"

A Member who assists at a "Youth and Vulnerable Individual" event in an "official capacity" would be directly involved in participating in or administering the event and directly interacting with the children / youth (under 18 years of age) or other vulnerable persons at the event or activity. This would **not** include Members who help set up at an event and are only spectating during the activity as long these individuals are not wearing KofC name tags, badges and/or clothing when the activity is taking place.

Should there be any uncertainty as to whether individuals should be screened and trained prior to the event taking place it is best practice to ensure that all Members in attendance have had the proper background checks and training.

IF ALL MEMBERS FORMALLY PARTICIPATING IN THE "YOUTH AND VULNERABLE INDIVIDUAL ACTIVITY" ARE NOT ADEQUATELY SCREENED & TRAINED VIA PRAESIDIUM ON BEHALF OF THE KNIGHTS OF COLUMBUS, THOSE NON-COMPLIANT MEMBERS MUST NOT PARTICIPATE. IF THERE ARE NOT ENOUGH FULLY COMPLIANT MEMBERS TO SAFELY OVERSEE THE PROGRAM, ACTIVITY, OR EVENT, THE EVENT MUST BE CANCELLED OR RE-SCHEDULED TO A FUTURE DATE WHEN THE COUNCIL IS FULLY COMPLIANT.

Ensuring Compliance

All Councils must abide by the following to continue to operate and participate in our Order:

1. To review this protocol and policy at a high level and provide a copy to all members at an annual council meeting and obtain a written sign off from all active members indicating that they have read, reviewed, and agreed to the terms of the protocol and policy; this protocol and policy is also to be provided to and reviewed at a high level to new members when they join our Order.

2. Suggested tracking of this will need to be standardized (preferred method would be online) but it would be important to keep details on who has reviewed and acknowledged the training which can be used as a tool to limit our liability in the event of a claim.

3. Members in roles involving "vulnerable persons" are to be screened via a criminal check and specialized training prior to participating in programs with "vulnerable persons" via Praesidium or the Office of Youth Protection and to repeat the frequency of both criminal checks and training via Praesidium every three (3) years afterwards.

4. No new Members may participate in programs involving "vulnerable persons" unless they pass all required screening and training via Praesidium as indicated previously first.

5. Audits are conducted by Supreme Council to confirm all Councils follow the training and the proper checks or they are given a two (2) week warning to correct issue or otherwise all Council programs will be shut down.

6. Further actions such as dissolution of Councils who are non-compliant with this protocol may follow.

Key Definitions

The Knights of Columbus takes a zero-tolerance approach to all types of abuse that could possibly occur at an event or activity include, but are not limited to, the following definitions:

Physical Abuse - Acts of assault or threats of assault, such as hitting, slapping, and burning that cause or could cause physical injury or fear of physical injury. Physical abuse is more terrifying for those who cannot, physically, flee or escape.

Sexual Abuse - Sexual abuse is the unwanted touching of a person's sexual body parts. The lack of consent is the defining feature.

Verbal Abuse - Demeaning language, name-calling or negative verbal depictions of disability or attractiveness are all forms of verbal abuse.

Psychological Abuse - The constant criticism, insulting, threatening, degrading, humiliating, intimidation or terrorizing of a person. Of all the 'abuses' this is the most difficult to define. Emotional abuse is the misuse of power, which causes a person to lose respect for self.

Financial Abuse - The misuse or misappropriation of an individual's financial assets for personal gain. It is estimated that as much as 51% of elders will be affected by some form of financial abuse.

Cyber Abuse - The use of smart technology and devices to psychologically, emotionally, sexually and/or otherwise abuse a person directly or via social media.

Other Key Definitions

Vulnerable Person – a person of any age or gender who is in a position of material or emotional need, sick, or physically or mentally disabled. This would include the elderly, children, and youth (under 18 years of age) and the emotionally vulnerable such as the widowed.

Discrimination - Any distinction, exclusion, restriction, or preference which has the purpose of nullifying or impairing the recognition, employment or exercise of human rights and fundamental freedom.

Harassment - Comments, conduct, or gestures that are insulting, intimidating, humiliating, malicious, degrading, offensive, or discriminatory, directed toward an individual or group of individuals.

Sexual Harassment - Comments or conduct of a sexual nature undertaken with the intent of causing offence or humiliation.

Neglect - The failure to provide the necessities of life such as food, clothing, shelter, care, or supervision. Children and people with disabilities have a right to expect that their basic needs will be met, and they will be provided with the supervision which is appropriate to their age and their developmental and intellectual needs.

Corporal Punishment – Physical punishment inflicted on a person's body such as caning or flogging, or an unwanted restraint device used.

Preventative Actions - Screening Process

New membership is an application and interview process that the Knights of Columbus have developed and honed over many decades and is scrutinized by our governing leadership. This is the first and perhaps only screening process a member may encounter; however, if a member aspires to roles of leadership, organizing, participating in or public interactive roles a police/criminal report may be required.

Understanding Why Allegations are Made

- Vulnerable Persons may be under stress, and extremely sensitive to the actions of others
- Mental health issues
- Anger and/frustration
- A history of abuse
- A hypersensitivity to potential or perceived abuse
- A sincere belief that something did happen

What Is the Law and What are our Legal Obligations?

Human Rights Code

- Everyone has the right to life, liberty and security as a person and the right no to be deprived thereof except in accordance with the principles of fundamental justice.
- All other laws must reflect and be consistent with the Human Rights Code.

Provincial Legislative Acts

- Outlines the provisions for the protection of children, youth and vulnerable persons from abuse and neglect.
- Outlines the mandatory provision for disclosure of witnessed abuse and/or neglect of children/vulnerable individuals to appropriate authorities and protects those who disclose the information.
- The Criminal Code of Canada.
- Abuse and harassment are crimes under the criminal code and perpetrators can be charged and convicted.

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Good Samaritan Laws

Protects persons who are doing their best with due diligence to help persons who are in distress.

What if a Member Witnesses Abuse? Reporting Obligations

If a KofC Member is made aware of an allegation of abuse, discrimination, harassment he must follow the following course of action:

1. REPORT SUSPECTED ABUSE TO LOCAL LAW ENFORCEMENT OR APPROPRIATE GOVERNMENTAL AUTHORITIES HAVING JURISDICTION OVER SUCH MATTERS, AS APPLICABLE;

2. NOTIFY LOCAL DIOCESE OF SUSPECTED ABUSE;

3. NOTIFY KNIGHTS OF COLUMBUS OF SUSPECTED ABUSE AT 1-844-563-2723; AND

4. NOTIFY THE GRAND KNIGHT OR DISTRICT DEPUTY OF THE LOCAL COUNCIL, WHO WILL NOTIFY THE ONTARIO STATE OFFICE WITH A COMPLETED INCIDENT REPORT; AN INCIDENT REPORT SHOULD BE COMPLETED, SIGNED, AND WITNESSED IMMEDIATELY

Allegations and inappropriate incidents will inevitably occur; please treat all such incidents professionally, as the accuser must be always treated respectfully; The alleged abuser and the accuser must be separated immediately, taking great care to ensure that no further contact take place.

Confidentiality Of Allegations

- Personally Identifiable Information (PII) and other information regarding allegations of suspected abuse should not be shared online or over any other media, especially social media such as Twitter, Facebook, Tik-Tok, Linked-In or Instagram, YouTube, and similar platforms.
- Confidential information should be communicated over protected business software applications
- Members must refrain from sharing opinions over social media on any allegations

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Risk Management

Disciplinary Action

- All allegations of suspected abuse, discrimination, or harassment will be fully reviewed, and all suspected criminal acts will be reported to the local law enforcement or appropriate governmental authorities having jurisdiction over such matters.
- All members are responsible for their own legal fees and penalties for their intentional acts, civil and criminal charges.
- A member may be suspended from participating in any volunteer or council activities until an action is fully investigated and any outstanding charge is dismissed.
- The Ontario State Council and Supreme Council have the final decision on whether a member can continue to participate within the Knights of Columbus.

DISCIPLINARY ACTION CAN INCLUDE SUSPENSION OF MEMBERSHIP IN THE ORDER OR EXPULSION

Media Interaction

- Avoid making any comments to the media as a member of the KofC Council or wearing any KofC branded attire.
- Any comments made to the media should be made by a spokesperson assigned by the KofC council sponsor or the Ontario State Office to address the media and any other public inquiry.

Protecting Our Members and All Those They Serve Members should avoid putting themselves and those they serve at risk:

- Use sound judgement and behavior during meetings and social gatherings.
- Avoid excessive consumption of substances that impair judgement and good behavior towards others when representing the KofC.
- Members should use a two-person minimum meeting standard for KofC events and gatherings and a three-person minimum when providing direct services to “vulnerable persons”.
- If a one-on-one meeting cannot be avoided, ensure such meetings are not within an intimate or private setting, especially if the meeting involves a vulnerable person.

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Honoring the Order's Mission of Service and Good Works

- Leadership should encourage positive conversations and transparency with members, associates, and confidants on the Ontario Knights of Columbus Risk Management Protocol and Abuse, Discrimination, Harassment Prevention Policy
- KofC will ensure they have prompt access to legal counsel and public relations/crisis consultants to mitigate impact on reputation should a situation be of a serious nature.
- This protocol and policy will continue to be updated every two (2) years and be published online to show our commitment to the protection of "vulnerable persons."

Training of Members

- This protocol and policy must be distributed via email annually
- This protocol and policy must be published on the councils' website
- New members must be presented with this protocol and policy as part of their orientation
- Annual review of this protocol and policy must occur at a council meeting at least once a year
- Each member serving as a volunteer in the name of the Knights of Columbus must review and sign this protocol and policy annually
- Additional abuse prevention awareness training is strongly encouraged on a regular basis

Key Points for Annual Council Review of the Ontario Knights of Columbus Risk Management Protocol and Abuse, Discrimination, Harassment Prevention Policy by Members

1) Present and review the Order's the zero-tolerance policy towards abuse of any kind
2) Present and review the Order's definition of "vulnerable persons" and how such persons are at increased risk
3) Present and review types of abuse.

Present and review how to report suspected abuse. Thank you for your close attention to, and compliance with, this protocol and policy to ensure we are doing everything we can to prevent abuse within the communities we serve.

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Acknowledgement of Receipt and Understanding of Ontario Knights of Columbus Risk Management Protocol and Abuse, Discrimination, Harassment Prevention Policy

I, _____ (print name), acknowledge receipt of the Ontario Knights of Columbus Risk Management Protocol and Abuse, Discrimination, Harassment Prevention Policy. I understand my duties and responsibilities and the procedures to follow under this protocol and policy.

_____ _____ _____/_____/_____
SIGNATURE OF MEMBER MEMBERSHIP CARD NUMBER MONTH / DAY / YEAR

I, _____ (print name), acknowledge receipt of the Ontario Knights of Columbus Risk Management Protocol and Abuse, Discrimination, Harassment Prevention Policy. I understand my duties and responsibilities and the procedures to follow under this protocol and policy.

_____ _____ _____/_____/_____
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_____ _____ _____/_____/_____
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