

§1900 CONFLICT RESOLUTION

Introduction

In our long standing Christian tradition, reconciliation is a primary value. In all conflict situations reconciliation and just resolutions are to be sought.

Recognizing that in some instances reconciliation through dialogue will not be achieved by the persons in conflict, the following policies and procedures offer the means for achieving resolution with the assistance of a third party.

Some conflicts requiring reconciliation may be between priests or a grievance may be by or against a priest. Such instances would include:

- *Alleged failure to meet agreed upon conditions for employment or ministry;*
- *Alleged unjust treatment of other ministers or lay employees;*
- *Alleged denial to a person of the right to a good name;*
- *Conflict between a priest and his peers, his parishioners or his staff.*

§1901 PRINCIPLE OF SUBSIDIARITY

1901.1. Policy Conflicts and grievances involving a priest shall be resolved at the lowest appropriate level before an appeal to the Office of Conciliation.

Procedures

- a)** For conflicts at the parish or deanery level:
- 1)** All parties involved should attempt to resolve a conflict through dialogue.
 - 2)** If the need arises for the facilitation of dialogue through a third party, the Dean should be called upon to mediate.
 - 3)** If the Dean is unable to bring resolution to the matter, he refers it to the Episcopal Vicar, who makes a judgment whether efforts on his part to bring reconciliation are likely to be effective.
 - 4)** If attempts at reconciliation at the local level have been unsuccessful, a grievance may be submitted to the Office of Conciliation.
 - 5)** The record of previous attempts at reconciliation should be documented by the Dean and (if applicable) the Vicar.

- b) For conflicts involving departmental personnel or administrative agencies of the Archdiocese:
 - 1) All parties should attempt to resolve a conflict through dialogue
 - 2) If reasonable efforts to solve the problem directly are unsuccessful, the aggrieved party should have recourse through the normal administrative channels.
 - 3) If the normal procedures for administrative recourse have not resolved a problem, an aggrieved party may present the problem to the Office of Conciliation.

- c) The jurisdiction of the Office of Conciliation extends to:
 - 1) Disputes between individual members of the Archdiocese in which the controversy concerns an ecclesiastical matter;
 - 2) Disputes between a person and a diocesan administrator or administrative body when it is contended that an act or decision, including administrative sanctions and disciplinary actions, has violated Church law, formal policy or natural equity;
 - 3) Disputes between administrative bodies of the Archdiocese of Chicago.

§1902 PRINCIPLES OF FAIRNESS AND EQUITY

<p>1902.1. <i>Policy</i> At all stages of conflict resolution, principles of fairness and natural equity shall be observed.</p>
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Procedures

- a) Formal grievances should be expressed in writing and signed.

- b) The parties in conflict will have the opportunity to respond fully to each other's positions.

- c) To the extent appropriate under the circumstances of the dispute, proceedings will be confidential.

§1903 ALLEGATIONS OF SERIOUS MISCONDUCT

1903.1. Policy Allegations of serious personal or professional misconduct on the part of a priest shall be submitted directly to the Vicar for Priests. Exception: See Policy §1100 regarding Sexual Misconduct with Minors

Procedures

The Vicar for Priests will oversee appropriate pastoral, canonical and legal procedures in such instances.