

Restorative Justice Conferences



Restorative Justice Conferences (“Conferences”) provide participants with a neutral, safe, collaborative, and moderated process to address conflict or other harm-causing behavior. This process explores the behavior, incident, and harm from each person’s perspective, recognizes needs; and identifies areas of accountability or change.

The goal of Conferences is for participants to collaborate on how to repair the identified harm by considering the wants of all parties and satisfying the Impacted Party’s needs. Needs are specific to each person, so some outcomes are simple, and others are more complex; no two cases end the same way.

WHO IS INVOLVED DURING A CONFERENCE



Responding Parties

Individuals whose actions have harmed others or the community.



Impacted Parties

Those directly harmed by the responding party’s actions.



Affected Parties (if applicable)

Others who consider themselves or their community harmed by the actions of the responding party.



Supporting Parties

Support persons for either the responding or impacted parties.



Facilitators

Trained staff who facilitate the Conference. Facilitators are committed to supporting and assisting all parties and helping each person fully tell their story.

WHAT HAPPENS DURING A CONFERENCE

Each participant has at least one pre-conference meeting with facilitators. Facilitators then bring all participants together to focus on answering four questions:

- What happened?
- What was the impact?
- What has been the hardest part?
- What is needed to make these things better?

Each participant is also encouraged to raise any questions about what occurred. The parties review the identified harm and needs and discuss how they can be addressed. Facilitators assist the parties in reaching an agreement and document it in a written, signed Resolution Agreement.

WHAT HAPPENS AFTER A CONFERENCE

Facilitators share the signed Resolution Agreement with the Title IX Office to ensure the parties fulfill the terms of the agreement and take appropriate action if the terms are not completed.