

Restorative Justice Program

The Restorative Justice (RJ) program will provide access to restorative practices and tools to meaningfully resolve complaints, as an alternative option to resolve conflict (e.g. disputes, discrimination complaints, employee relations, etc.). Participation in the RJ program is voluntary. Individuals in conflict will be invited to consult with an RJ Volunteer Facilitator and participate in restorative conferences as an alternative means of resolution. The intention of the RJ program is to build community among employees and respond to conflict, with an emphasis on peer support and social responsibility.

RJ Volunteer Facilitator Responsibilities

- Facilitate dialog between two or more individuals in conflict
- Conduct intake assessments for Restorative Conferences and Circles (w/support assigned HR staff)
- Assessing the needs of participants
- Assessing the risk of harm to potential participants and community
- Contacting participants to arrange in person or virtual meeting(s)
- Assessing participants to participate in the RJ process
- Liaison with HR appointed staff
- Preparing participants to engage in direct or indirect communication
- Facilitating restorative conferences
- Providing unbiased support to both harmed party and responsible party throughout the process
- Adhering to data protection by using secure methods to send and receive personal data
- Participate and contribute to RJ Facilitator required program meetings
- Restorative Conversations (Chats)

Monthly Restorative Community Building Circles

- Facilitating RJ circles
- Community Building Circles
- Peer Circles Entry/Re-Entry Circles
- Peacemaking Circles (Conflict Resolution)
- Circle of Support and Accountability Circle (includes Admin, Staff, Family, Student, Peers, Campus Supports, etc.)

RJ Facilitator Expectations

- Attend and participate in monthly meetings
- Complete this work during working hours
- Expected to attend RJ Volunteer Facilitator training