Repairing Harm Conference

A process grounded in restorative justice concepts. The conference is an opportunity for responsible parties, affected parties, and community members to participate in a guided process with a trained facilitator to repair harm and rebuild trust in relationships and within the community.

The group engages in open and honest dialogue about the incident and the impact of the incident on all parties. The responsible parties take ownership for their actions and all group members are involved in collaborative, inclusive decision-making towards identifying restorative outcomes.

Participation
- Responsible party accepts responsibility for alleged misconduct.
- A voluntary process. If parties choose not to participate, then the alleged violation will be resolved through a student conduct process.

The Process
1. Pre-Conference Meeting
2. Repairing Harm Conference
3. Solution and Post-Conference Communication
## Restorative Questions

And Preparing for a Restorative Talk

<table>
<thead>
<tr>
<th>Your Story</th>
<th>Your Needs</th>
<th>Our Solution</th>
</tr>
</thead>
<tbody>
<tr>
<td>What happened?</td>
<td>What is important to you?</td>
<td>How do we fix the problem together?</td>
</tr>
<tr>
<td>How were you feeling and thinking at the time?</td>
<td>What do you need?</td>
<td>What needs to happen to make things right?</td>
</tr>
<tr>
<td>What about since?</td>
<td>How do you want things to change?</td>
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<tr>
<td>How has this affected you and others?</td>
<td></td>
<td>What is our agreement for the future?</td>
</tr>
<tr>
<td>What harm was done?</td>
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</tbody>
</table>

### Preparing
- Be calm
- Be curious about other perspectives
- Keep an open mind
- Suspend judgment
- Use active listening and supportive language