



THE ZAG WAY: A COMMITMENT TO COMMUNITY

Resolution Center for Student Conduct and Conflict

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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

Your Story

What happened?

How were you feeling and thinking at the time?

What about since?

How has this affected you and others?

What harm was done?

Your Needs

What is important to you?

What do you need?

How do you want things to change?

Our Solution

How do we fix the problem together?

What needs to happen to make things right?

What is our agreement for the future?

Preparing

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