



Restorative Practices for Title IX & Public Safety

Ground Rules



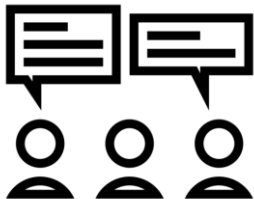
Brave Space



"I" not "You"



Step up or step back



Stays here. Leaves here.



Oops VS. Ouch.



Be Present.

Fundamental Hypothesis

The fundamental hypothesis of restorative practices is that human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things ***with*** them, rather than ***to*** them or ***for*** them.

The Aim of Restorative Practices

The aim of restorative practices is to develop community and to manage conflict and tensions by repairing harm and restoring relationships

80% Proactive

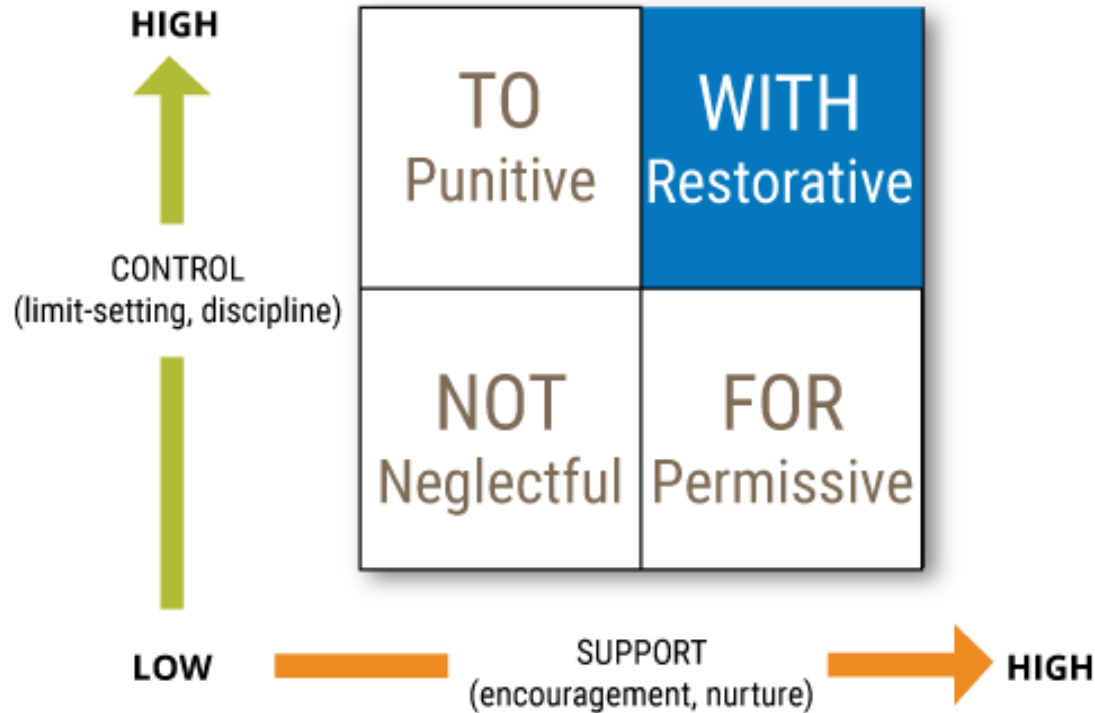
20% Responsive

Relationships and Community

Activity:

- What do healthy and appropriate relationships look like? Sound like? Feel like?
- What barriers can get in the way of building relationships and community?
- How are those barriers overcome?

Engaging with Others



Adapted by Paul McCold and Ted Wachtel

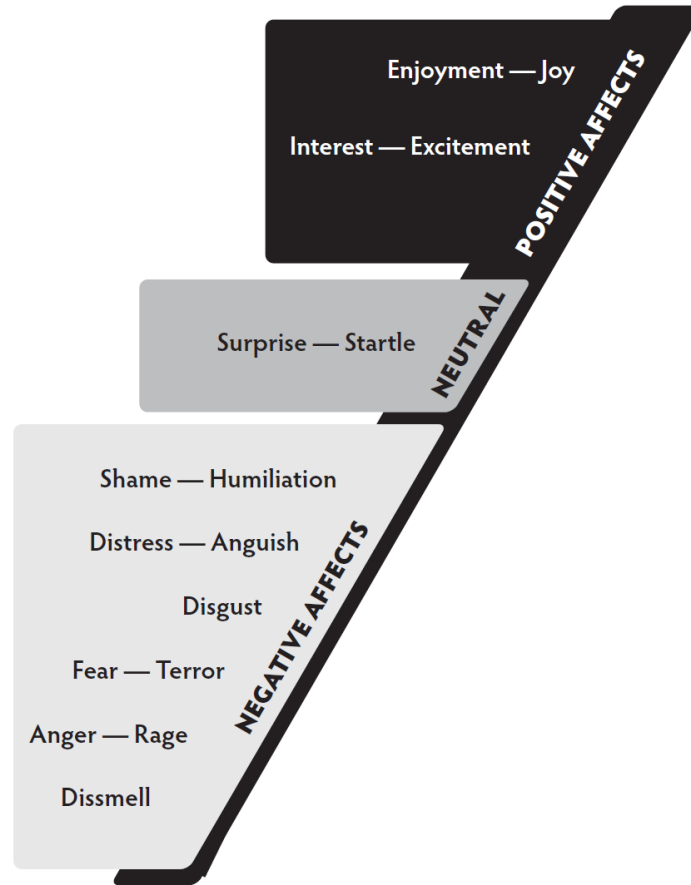
Fair Process – Three Principles

- **Engagement** - everyone affected by a decision is given the opportunity to provide input and to discuss various possible courses of action
- **Explanation** – after a decision has been made, the decision and the process and reasoning behind the decision are made clear to all stakeholders
- **Expectation Clarity** – everyone involved understands the implications of that decision, the specific expectations, and the consequences of not meeting those expectations

What Fair Process Achieves



Affect



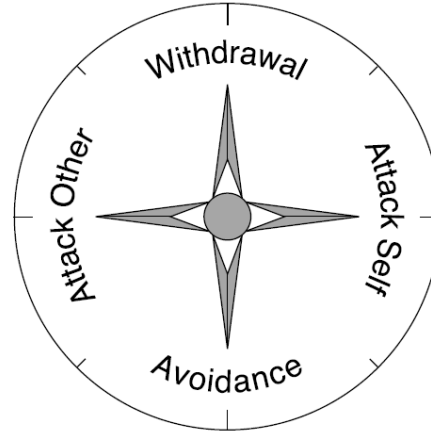
Shame

Withdrawal:

- isolating oneself
- running and hiding

Attack Other:

- 'turning the tables'
- blaming the victim
- lashing out verbally or physically



Attack Self:

- self put-down
- masochism

Avoidance:

- denial
- abusing drugs and alcohol
- distraction through thrill seeking

Reintegrative Shame

Separates the deed from the doer.

Rejecting the act but not the person, allowing them to be reintegrated into the community

Responding to Shame

- Listen
- Be present
- Acknowledge

If processing:

- Reflect
- Encourage

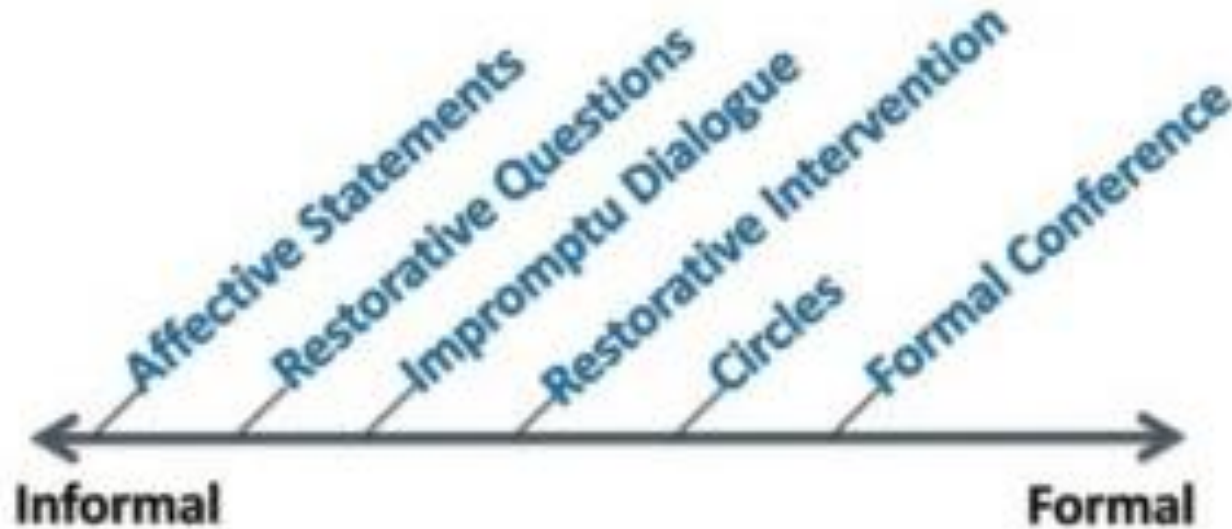
Restorative Practices Continuum



Affective Statements

- I feel _____ when _____
- I am _____ to hear/learn _____
- I get _____ when you say _____

Restorative Practices Continuum



Restorative Questions

- What did you think when you realized what had happened?
- What impact has this incident had on you and others?
- What has been the hardest thing for you?
- What do you think needs to happen to make things right?

Restorative Questions

- What happened?
- What were you thinking of at the time?
- What have you thought about since?
- Who has been affected by what you have done, and how were they affected?
- What do you think you need to do to make things right?

Recap

- Fundamental Hypothesis
- Engaging With Others Window
- **Fair Process**
- Affects & Shame
- Affective Statements
- **Restorative Questions**



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