






## Restorative Justice Strategies:

<http://www.transformingconflict.org>

Strategy:	What is it?	Situations Where It Can Be Useful:
<p style="text-align: center;"><b>Restorative Inquiry</b></p> 	<p>Often done by teachers (could include counselors or Deans); involves active listening, letting the student share his/her side of the story without judgment; following up with other parties if needed</p>	<ul style="list-style-type: none"> <li>• Minor student worries</li> <li>• Minor disruptions</li> <li>• Need for students to debrief</li> <li>• Parent worries</li> </ul>
<p style="text-align: center;"><b>Restorative Discussion</b></p> 	<p>Usually done between a more powerful person (Dean, teacher, counselor) and a less powerful person (offending student); involves expressing concerns and listening for feelings and needs of the offender; goal is to unearth the root causes of why the offender is behaving inappropriately and what is causing the behavior in question; goal is also for the Dean or adult doing the restorative discussion to make the offender understand <b>how</b> and <b>why</b> he/she has harmed relationships</p>	<ul style="list-style-type: none"> <li>• Interpersonal conflict (student-student, student-teacher)</li> <li>• Disruptive behaviors</li> </ul>
<p style="text-align: center;"><b>Mediation/Conflict Resolution</b></p> 	<p>Done by an arbitrator (usually Dean, teacher, counselor) and the students involved in the conflict; parties both feel that the other one is wrong</p>	<ul style="list-style-type: none"> <li>• Resolving conflicts where parties involved are on equal ground and there is a debate about how the problem started and how it should be resolved</li> </ul>
<p style="text-align: center;"><b>Victim/Wrongdoer Mediation</b></p> 	<p>Done by an arbitrator (usually Dean, teacher, counselor) and the students involved in the conflict; one party admits to the wrongdoing towards the other</p>	<ul style="list-style-type: none"> <li>• Same as the mediation/conflict resolution, except more effort is placed on helping the wrongdoer make the situation right</li> </ul>
<p style="text-align: center;"><b>Circles</b></p> 	<p>Group arranged in a circle. A talking piece is used to ensure everyone has an opportunity to speak. Facilitator (teacher, Dean, counselor) sets ground rules for discussion and articulates the goal of the group conversation.</p>	<ul style="list-style-type: none"> <li>• Group conflict</li> <li>• Community building</li> <li>• Issues where harm was done by multiple people to a larger group</li> </ul>

**Note: Bullying deals with an injustice of power and should not be dealt with in a mediation/conflict resolution approach.**