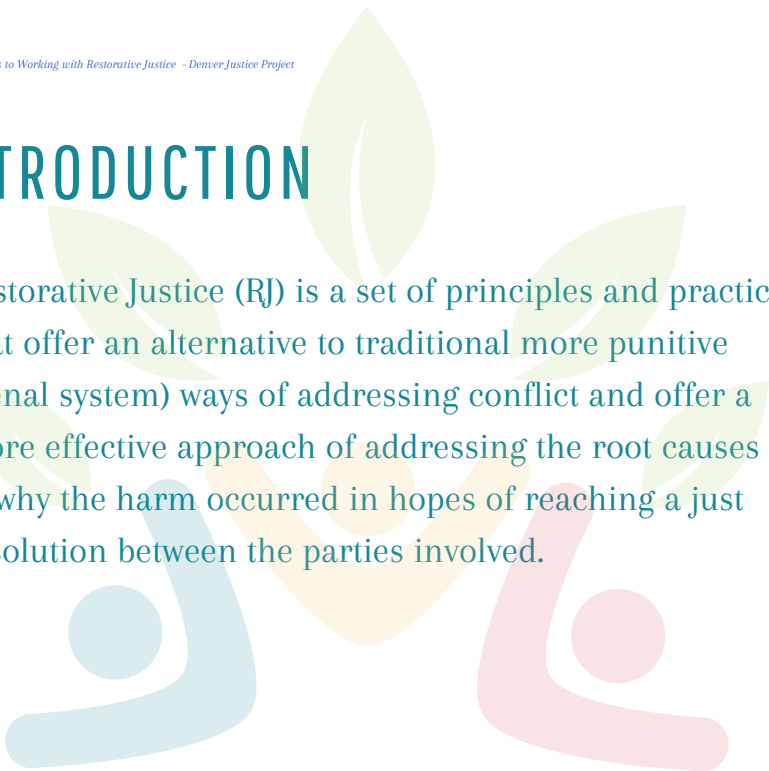




# 12 STEP PROCESS FOR WORKING WITH RESTORATIVE JUSTICE

# INTRODUCTION

Restorative Justice (RJ) is a set of principles and practices that offer an alternative to traditional more punitive (penal system) ways of addressing conflict and offer a more effective approach of addressing the root causes as to why the harm occurred in hopes of reaching a just resolution between the parties involved.



## BY DEFINITION

**Accountability:** The fact or condition of being accountable; taking responsibility for your behavior and taking action to repair the harm.

**Harm:** A violation of relationships, ranging from personal to professional to community relationships.

**Healing:** The patient process of making whole or becoming sound or healthy again.



# WHAT IS TRAUMA



**Trauma:** A deeply distressing or disturbing experience.

**Trauma with a big T:** Visible life altering trauma events that have clearly had an impact on one's life.

**trauma with a little t:** The occurrence of a traumatic event that people may or may not realize as traumatic or something that has had an impact on their life.

---

# BEFORE THE RJ PROCESS BEGINS

## STEP 1

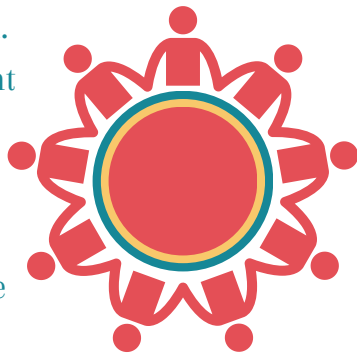
The first step is to make sure that all facilitators and co-facilitator/s are well versed in the correct definitions and understanding of Harm, Trauma and Accountability. An RJ process may require more than one facilitator. Having facilitators who are trusted by the all parties involved is an essential part of achieving positive results.

---

# WHO'S INVOLVED

## STEP 2

Identify all parties involved. If that can not be done right away, identify the immediate affiliates, meaning those who were involved in or closest to the incident.



# ALLOW FOR TIME TO BREATHE

## STEP 3

Separate all parties involved and engage with each individual one-on-one. Calm all involved parties down if they are agitated. Allow for time to breathe before diving into what happened.

.

# COULD RJ BE HELPFUL?

## STEP 4

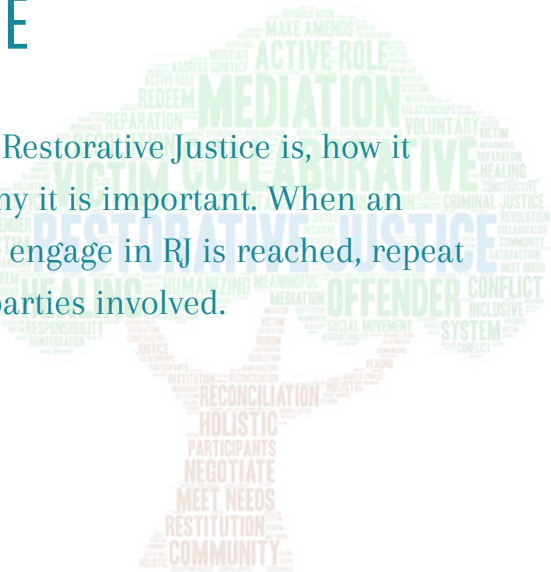
Calmly begin to ask about their perspective regarding what happened, why it happened, who was harmed and what needs to be done to restore some level of wholeness to each individual. Then as a facilitator ask if an RJ process could be helpful.



# AGREE TO ENGAGE

## STEP 5

Explain what Restorative Justice is, how it works, and why it is important. When an agreement to engage in RJ is reached, repeat this with all parties involved.



# SCHEDULE THE RJ PROCESS

## STEP 6

After an agreement to participate in an RJ process is reached by all parties involved, it is appropriate to schedule a time and place to begin the session in a timely manner.

# TIME FOR RESTORATIVE JUSTICE

## STEP 7

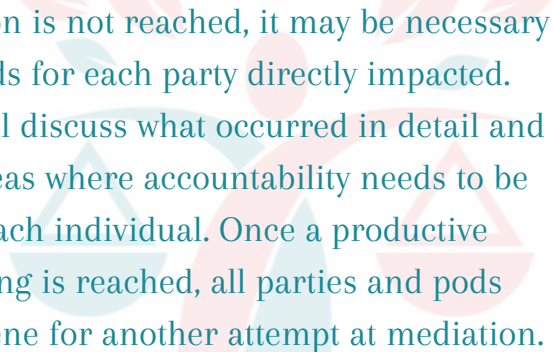
During the RJ process we reconvene in a larger circle with all involved parties in hopes of reaching a resolution, establishing action steps, and agreeing on check-in dates.



# CREATING PODS

## STEP 8

If a resolution is not reached, it may be necessary to create pods for each party directly impacted. Each pod will discuss what occurred in detail and highlight areas where accountability needs to be taken with each individual. Once a productive understanding is reached, all parties and pods may reconvene for another attempt at mediation.



---

# WHAT IS A POD

## STEP 9

A Pod is a small circle of people who have a strong direct relationship to the involved party and will work to hold them accountable to the outcomes of the RJ process.



# UNDERSTANDING AND ACTION STEPS

## STEP 10

Upon reconvening, all parties will have an opportunity to speak about harm they have received and/or harm they have caused and the impacts of both. Those involved will come to an understanding and together draft up action steps needed to move towards healing in an RJ agreement. Pods will check in with all necessary parties as outlined in the RJ agreement.

TALK ABOUT THE HARM

THE IMPACTS OF HARM

UNDERSTANDING

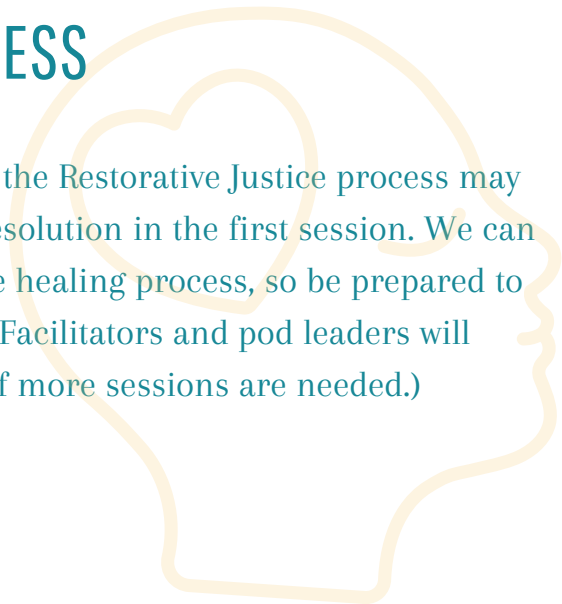
ACTION STEPS

HEALING

# A PATIENT PROCESS

## STEP 11

Remember, the Restorative Justice process may not bring resolution in the first session. We cannot rush the healing process, so be prepared to be patient. (Facilitators and pod leaders will determine if more sessions are needed.)



# GROWTH AND SELF AWARENESS



## STEP 12

Accountability is critical to the growth process. Acknowledging progress is a key component to encourage the growth of participants. It is also important to acknowledge any regression in an effort to ensure participants are building their own tools for self-awareness. This is very important.



# CONCLUSION



Restorative Justice is a voluntary and participative process that has worked for communities around the world over the course of many generations. We consider it to be a healthy alternative to punitive policies and practices, especially in schools and the education system. At DJP we advocate for healthy communities and RJ promotes healing.



[WWW.DENVERJUSTICEPROJECT.ORG](http://WWW.DENVERJUSTICEPROJECT.ORG)